

## Research Development Director Interview Questions

1. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

2. Tell me about a project proposal you have prepared which you were happy with. How about one you were not as happy with?

3. Share an experience you had in dealing with a difficult person and how you handled the situation.

4. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

5. Tell me how you organize, plan, and prioritize your work.

6. Share an experience when you applied new technology or information in your job. How did it help your company?

7. Give me an example of when you thought outside of the box. How did it help your employer?

8. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

9. Would you consider analyzing data or information a strength? How so?

10. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

11. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

12. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

13. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

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14. Tell me about a time when your ability to analyze needs and product requirements helped you create an effective design or make an informed decision to benefit your company.

15. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

16. Share a time when you successfully used scientific rules or methods to solve a problem at work.

17. Please share an experience in which you presented to a group. What was the situation and how did it go?

18. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

19. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

20. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

21. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

22. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

23. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

24. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

25. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

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26. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

27. Share an experience in which a conference with others helped you effectively plan a project or provide technical assistance.

28. Provide an example when your ethics were tested.

29. Share an experience in which your willingness to lead or offer an opinion helped your company.

30. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?