

# Interview Questions Template

This tool will help you with the interview questions to make the most out of the time you will be spending with the candidate. Please take a minute to carefully review this document before your interviews.

## Section 1: Interview Kickoff (30 seconds)

### Introduce yourself (30 seconds)

- Hello, My name is XYZ and I am the current Campus Director of our university. This will be your selection interview for the position of Campus Director at our university.
- The interview will not take more than 20 minutes. We can start whenever you are ready.

## Section 2: Getting to know the candidate (5 to 7 minutes)

### Check what are they studying and in which semester are they (30 seconds)

- Can you please let me know what are you studying?
- What semester are you in? (Make sure they will be registered students by December 15th of the current year)

### Ask the interviewees to introduce themselves (30 seconds)

- Why don't we start by a quick introduction of yourself. What do you want us to know about you?

### Check their Hult Prize knowledge (1 min)

- How did you hear about Hult Prize?
- What do you know about Hult Prize?

### Check applicants' passion (3 to 4 minutes)

- Why do you want to be a CD?
- What is it that you're most proud of?
- What's your biggest passion in life?

### Section 3: Candidates Skills & Experience (4 to 5 minutes)

#### Check applicants' relevant experiences (1 to 2 min)

- Tell me about a leadership experience you had?
- How do you think that experience will help you be a rockstar CD?

#### Check applicants' relevant skills (2 to 3 min)

- What do you think is your superpower?
- Can you give an example of a time were you acted as a team player?

### Section 4: Candidates Knowledge & Potential Strategies (4 to 5 minutes)

#### Discuss applicant potential strategies (4 to 5 minutes)

- One of your main responsibilities as a Campus Director is to recruit a minimum of 10 teams to compete in your program. What is your strategy to get to that number?
- As CDs, you are also asked to select a minimum of 3 judges to select your winning team, What is your strategy to get to that number?
- How are you willing to support the winners of your OnCampus Program?

### Section 5: Closing (2 minutes)

- **Check applicant readiness to think and decide quickly (1 minute)** Before ending this interview, I want you to give me three reasons on why we should accept you as a Campus Director immediately?
- **Free Space (30 sec):** Now, this interview is almost done. You have 30 seconds to share with us anything in your mind, whether it is a closing statement, a comment or a question.
- **Closing (30 sec):** Thank you so much XYZ for applying for the position of a CD. Thank you for showing interest in joining our movement and in leading a generation to change the world. We will get back to you with the result of this process in the next 48 hours. Stay tuned. Bye!

— Outline & Script end here —

### **Please keep in mind:**

- The final decision is made by the Hult Prize Foundation after receiving your recommendation.
- You should send only ONE recommendation after you finish the evaluation and interview process. That recommendation should be sent out through the Successor Recommendation Form.
- The interviews should be in English. However, if you feel like the candidates are very good but are facing some problems expressing themselves, give them the opportunity to do it in their native language.
- MAKE THE INTERVIEW AS FRIENDLY and CASUAL as possible. We want the applicants to feel that they are joining a family not a corporation.

We suggest you take a look into this video: [Tips on How to Interview 'Almost' Anyone](#)