

| CANDIDATE | INTERVIEWER | DATE | STAGE |
|-----------|-------------|------|-------|
|-----------|-------------|------|-------|

INTERVIEW QUESTIONS · BOTANIST

|    |                                                                                              |       |  |
|----|----------------------------------------------------------------------------------------------|-------|--|
| 1  | What do you enjoy most about studying plants?                                                | 12345 |  |
| 2  | What is your favorite plant?                                                                 | 12345 |  |
| 3  | How have your studies prepared you for a career in botany?                                   | 12345 |  |
| 4  | Have you had any experience working with plants in a lab setting?                            | 12345 |  |
| 5  | Tell me about a time when you had to figure out how to solve a complex problem about plants. | 12345 |  |
| 6  | Can you tell me about a research project that you were particularly proud of?                | 12345 |  |
| 7  | What do you think are the biggest challenges facing botanists today?                         | 12345 |  |
| 8  | What area of plant studies do you specialize in?                                             | 12345 |  |
| 9  | Can you describe a research project you've worked on?                                        | 12345 |  |
| 10 | What's the most exciting thing you've learned about plants?                                  | 12345 |  |

OVERALL ASSESSMENT

| CRITERIA                                                                                  | SCORE (1-5) | NOTES |
|-------------------------------------------------------------------------------------------|-------------|-------|
| <b>Educational Background</b><br>Appropriate qualifications or training for the position. | 12345       |       |
| <b>Prior Work Experience</b><br>Skills or qualifications acquired through past work.      | 12345       |       |
| <b>Qualifications / Experience</b><br>The technical skills the position actually needs.   | 12345       |       |
| <b>Problem Solving Abilities</b><br>Demonstrated critical problem-solving.                | 12345       |       |
| <b>Communication</b><br>Team building and communication skills.                           | 12345       |       |
| <b>Organizational Fit</b><br>Would this hire steer the organization the right way?        | 12345       |       |
| <b>Directional Fit</b><br>A step forward, or backward, in their career?                   | 12345       |       |

RECOMMENDATION

☐ Advance   ☐ Hold   ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

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Use the same scorecard for every candidate in this role.