

Take-Aways**What is the panel seeking?**

- To understand why you should be promoted
- To understand your research story

Do:*Before the interview*

- Bring along any relevant information about achievements since your application (eg publications accepted)
- Prepare to tell your research story* and make a case for why you should be promoted, including objective evidence** of your claims
- Rehearse your pitch
- Consider a range of potential questions and prepare some answers:
 - Use the criteria and categories as a guide to what you will be asked. The panel will focus on those areas for which you are claiming the highest self-assessment scores (especially those categories where you are claiming a 3).
 - Some specific examples of questions include: *why do you deserve this?* and *what has changed since you submitted your application?*
- Consider preparing and rehearsing with a group of others going for promotion and invite senior researchers to play the role of review panel and take on this feedback
- Find out who will be on the panel (take the list in with you – you can expect around eight people). Make sure you know where the interview will be held and ensure you get there in plenty of time so as not to feel rushed.

During the interview

- Share your story and don't be afraid to show your passion
- Make a case for why you should be promoted
- Manage your nerves (as best you can) – see 'before interview' preparation tips above. Remember that the panel wants you to present your best self.
- Communicate your story and experience at an appropriate level - not everyone will be an expert in your particular discipline

After the interview:

- Debrief with your peer group (see 'before interview' preparation above)
- The Chair will give you feedback when they give you the results (whether positive or negative). Don't hesitate to follow up with further requests for feedback if you need it.
 - *Note, one of our panellists met their mentor by doing this!*
- Remember that a panel of eight Macquarie researchers now know about you and your research – this is a good thing!

Take-Aways**Don't:**

- Put down others
- Approach it as 'it's my turn' – you need to make the case for promotion
- Complain
- Focus on what you will do if promoted (rather than what you are currently doing or what you have already achieved)
- Show lack of commitment to your work
- Be too succinct or go on too long – find the right balance
- Overuse “we” (i.e. ‘we have attracted \$x funding’). The panel wants to know about you)
- Approach the interview as an interrogation – it is a conversation and the panel are interested in knowing more about you.

** your research story*

Your journey, told concisely and positively, that explains why you do what you do...

- where have you come from?
- where you are now?
- what have you learnt along the way?
- where you are going and why?
- consider the breadth of your academic experience, not just focusing on one area
- consider how your research fits into the overall scheme of things (particularly with regard to integration and application).



hear an example of a research story at 28:00
hear more about approaching integration and application at 40:00



read [Tell your whole story in an interview](#) or [How to tell your career story in an interview](#)

****objective evidence**

Concrete examples and results that can substantiate your claims, e.g. “by serving on x committee I have brought about the following positive changes...”

[Listen to the full Preparing for Academic Promotions recording](#)