

CDT application process

Applicants are required to complete the CDT supplementary application form and upload this along with their CV and transcripts. The recruitment panel will assess your application against the competency framework below to shortlist applicants to invite to interview and as the basis for candidate interviews. As such it is important that you demonstrate a strong foundation in the defined areas in your written application and during your interview.

Area	Knowledge, Skills, Abilities, Behaviours	Examples	Assessed by
Subject knowledge and technical skills	1. Subject knowledge	Educational background Subject matter knowledge Industry/sector knowledge	Application form, Interview, Presentation
	2. Specialised technical skills	Research methods, programming skills, academic writing	Application form, Interview, Presentation
Transferable skills	3. Project management	Planning and organising Time management Independent working	Interview
	4. Communication skills	Written, verbal, interpersonal skills	(W) application (V) presentation (I) interview
Personal qualities	5. Collaboration	Teamwork Supervisory engagement	Interview
	6. Resilience	Capacity to recover quickly from difficulties	Interview
	7. Commitment	Dedication to research Dedication to industry	Interview

If you are invited to interview the interview will take place online and will be with the project Supervisor, a colleague from the supervision team and one of our academic CDT lead staff. If the project you have applied for is an industry partner scholarship, then one of the industry team may also be at your interview.

Ahead of the interview you will be asked to prepare a 5-minute presentation on the topic: *“How do your experiences and qualities provide a background to contribute to research and innovation for the project you have applied for?”*

As detailed in the competency framework above, your presentation will be scored on three aspects:

- subject knowledge
- sector/industry knowledge
- communication skills

Following your presentation, you will be asked a series of competency-based questions and will be assessed on the following:

- Subject knowledge, technical skills
- Project management, Communication skills
- Collaboration, resilience, commitment

During the interviews we are trying to assess the knowledge, skills, abilities and behaviours of the shortlisted candidates. A recognised way to assess these is via competency-based questions, which allow candidates to describe a situation where they have shown the required competency, what the task was, how they acted in that situation, and what the result of the situation was and how they reflect on it. This is known as the STAR technique for answering interview questions (Situation/Task/Action/Result). This method is based on the idea that previous performance is a better indicator for future performance than a hypothetical situation.

If you have any questions about our process for scoring applications and / or interviews, please contact auracdt@hull.ac.uk