

CDT application process

Applicants are required to submit a short film and complete the CDT supplementary application form and upload these 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 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

As part of the recruitment process, we ask that you submit a short film of you delivering a presentation, of up to 5 minutes in length, 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
- specialised technical skills
- communication skills

You will be assessed on the content of your presentation, not your film editing skills, but please be mindful of filming in an appropriate, quiet location. Please film the presentation in whatever way you feel most comfortable with. For example, it could be a slide presentation with voice over, or you may wish to present simply talking to the camera. Please use the tools and technology that are accessible to you and that you feel comfortable with e.g. your mobile phone, or the built-in 'Record Slide Show' on Keynote (macOS, iOS, iPadOS) or Powerpoint etc.

We also ask that you complete a Supplementary Application form. This includes space for you to provide a link where the shortlisting panel may view your film.

If you are invited to interview, the **first-round** interview will take place online and the panel will comprise of the project supervisory team members from the host university where the project is based, plus a representative of the CDT. If the project you have applied for is an industry partner scholarship, then one of the industry team may also be at your interview.

If you are successful, you will progress to a second interview which will be with key academics from the CDT from across our four partner institutions (University of Hull, Durham University, Loughborough University, University of Sheffield).

Your application documents will be shared with panel members (with the guaranteed interview scheme section removed from the supplementary application form).

You will be asked a series of competency-based questions at the interviews and will be assessed on the following:

- Subject knowledge, specialised 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

