



Interview Guide | CZ Imaging Institute

Welcome

Thank you for your continued interest in the Chan Zuckerberg Institute for Advanced Biological Imaging. This document provides an overview of what you can expect in your interviews. We appreciate the time you've invested in our interview process and are excited to have you meet the team!

Please review our [website](#) to learn more about the institute, our culture, and our founding members. Take a look at our guide on [how to prepare for a Zoom interview](#). If you require additional accommodations, have questions, or need support on the day of your interviews, please contact your Recruiter.



1:1 Interviews

You will meet with 4-5 of our interviewers—some potential teammates and some cross-functional team members—for 45 minutes each. You will mostly meet with one interviewer at a time, but there may be occasions where you meet with two interviewers. At some point during your visit, your Recruiter will meet with you to touch base.



Presentation: Seminar/Job Talk

As part of our interview process, please plan to give a seminar presentation to the interview team. This will be on your body of work and will be followed by a Q&A. More details are below.



Lunch & Breaks

Breaks will be scheduled after 2-3 interviews, and if you're interviewing with us during the hours of 11:30am through 1:30pm, we will schedule a lunch break. This will be your opportunity to take a mental break, stretch, use the bathroom, grab a snack, etc. Of course, if you need anything at any point during your interview, please let your interviewer know. Your comfort is important to us throughout your interview experience.



Questions

During these meetings, our interviewers are getting a glimpse of your skills and work style. The questions they ask are not meant to quiz or stump you. We are more interested in how you think and how you'd overcome roadblocks, so we want to encourage you to think out loud and share your thought process along the way. If something seems unclear, feel free to ask clarifying questions.



You are likely to encounter the following interview types:

1. Hiring Manager Career and Competencies Interview
2. Cross-Functional Interview
3. Domain Deep Dive
4. Founder Domain Deep Dive
5. Presentation: Seminar/Job Talk

Hiring Manager Career and Competencies

Our Career and Competencies interview gives candidates an opportunity to highlight their experiences and perspectives through behavioral style interviewing. We believe that teams composed of people with diverse experiences will allow us to create better solutions and relationships with the communities in which we serve and help us advance our goals.

Cross-Functional Collaboration and Project Execution

At CZ Imaging Institute, we work across teams and subject matter, helping each other in our shared goals. The purpose of this interview is to evaluate a candidate's experience working cross functionally. Additionally, understanding how you complete projects and execute against timelines and metrics is critical for success in this position. This interview will be structured as a conversation, asking you to share examples of your work and speak to successes and challenges you have faced over your career. The interviewer will dive deeply into your projects or research in order to understand how you execute your work and address challenges when they arise.

Domain Deep Dive

This interview will focus on your subject matter expertise in your domain. The interviewer will discuss your research and findings, ask questions specific to the subject area, and investigate your scientific knowledge. This interview will be conversational in nature and be a back-and-forth with the interviewer in-depth on the topic.

Founder Domain Deep Dive

This interview is another opportunity to meet with a CZII Founder/Team Leader that will focus on your subject matter expertise in your domain. The interviewer will discuss your research and findings, ask questions specific to the subject area, and investigate your scientific knowledge. This interview will be conversational in nature and be a back-and-forth with the interviewer in-depth on the topic.

Presentation: Seminar/Job Talk

As part of our interview process, please plan to give a seminar/presentation to the interview team. You should prepare a 30-minute presentation on your area of expertise and background. The purpose of this seminar is for you to share your projects or research in order to understand how you execute your work and address challenges when they arise. You can then anticipate 20 minutes of questions. The work at the CZ Imaging Institute is highly collaborative and the team wants to ensure each person joining the Institute shares that value. We will leave 10 minutes at the end of each seminar for you to ask questions of the group, as we know you are learning about us, just as we are learning about you! Please note, we will make this an open invite to the rest of the organization so please expect an audience from a variety of backgrounds.