



University of  
**Strathclyde**  
**Glasgow**



**Royal Charter**  
since 1964  
**Useful Learning**  
since 1796



As part of our ongoing commitment to providing a fair and efficient recruitment process, we are pleased to announce updated interview modes for vacancies at the University of Strathclyde. These changes aim to balance operational effectiveness with our sustainability goals, including our commitment to achieving net-zero emissions. They also enhance the flexibility and inclusivity of our recruitment process, providing consistency across the University.

### Face-to-Face Interviews

The following interviews will be conducted face to face on our campus:

- **Operational and Technical positions:** These positions will continue to have interviews conducted face-to-face on campus to ensure the practical and operational fit of candidates within our University environment.
- **Professor/Equivalent and above:** For these senior positions, face-to-face interviews will remain the norm to facilitate a comprehensive assessment of the candidates' fit for leadership roles. For international applicants shortlisted for these roles, we recommend initial online interviews for all candidates to identify those potentially suitable, who may then be invited to campus for further assessment and a campus visit.

### Hybrid Interviews

- For all other vacancies, interviews will primarily be conducted online. For candidates selected for an offer, we can arrange a campus visit if necessary, such as for laboratory tours or team introductions.
- If all candidates for a vacancy are based in Glasgow or within a 50-mile radius of our campus, we may opt to conduct these interviews face-to-face.
- We will also accommodate hybrid interview arrangements when requested. For instance, if we have some local candidates and some non-local candidates, we will conduct face-to-face interviews for the local ones and online interviews for the non-local ones, especially if they are based overseas or ask for online interviews.

### Exceptions

- **Reasonable Accommodations:** We will accommodate the preferred interview mode of candidates who request reasonable adjustments, to ensure a fair and inclusive hiring process.
- **Internal Candidates:** Internal candidates will usually be interviewed face-to-face, even if all other candidates are interviewed online.

The move to hybrid interviews is in line with the practices of other Higher Education institutions, which have increasingly adopted online interviews as a standard part of their recruitment processes. This alignment ensures that we stay competitive and attractive to top talent globally.

We believe that this new approach will not only support our sustainability initiatives but also enhance the overall efficiency and inclusivity of our recruitment process. Thank you for your cooperation and support as we implement these changes.

For any questions or further information, please contact your Human Resources (HR) team.

**THE QUEEN'S  
ANNIVERSARY PRIZES**  
1996, 2019, 2021 & 2023  
For Higher and Further Education

**UNIVERSITY  
OF THE YEAR**  
2012 & 2019  
Times Higher Education

**UNIVERSITY  
OF THE YEAR**  
2024 RUNNER-UP  
Daily Mail University of the Year Awards

**SCOTTISH UNIVERSITY  
OF THE YEAR**  
2024  
Daily Mail University of the Year Awards

**EUROPEAN ENTREPRENEURIAL  
UNIVERSITY OF THE YEAR**  
2023  
Triple E Awards