

# THE HIRING PROCESS YOU DESERVE

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Interview Preparation  
Guide for Life Sciences  
Candidates



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Interviewing for a position in the life sciences industry can be a rewarding experience if approached with the right preparation and mindset.

Whether you're applying for a role in clinical research, regulatory affairs, biotechnology, pharmaceuticals, or data science, your ability to present your qualifications with confidence and relevance can significantly improve your chances of success.

## At **LifeScience-Link**, we understand what hiring managers and scientific leaders look for in candidates.

This guide offers practical, tailored advice to help you stand out in your next interview and move one step closer to a fulfilling career in life sciences.





## — Understand the Role and the Organisation

Every strong interview starts with a foundation of knowledge. Before the interview, spend time researching not just the role itself, but the company, its products or research focus, and its position in the market. Life sciences employers want to see that you're not only qualified—but also genuinely interested in their mission.

### Key Actions

- 1** Read the job description carefully and match your experiences with each requirement. Highlight how your background addresses their specific needs.
- 2** Visit the company's website. Review their core values, current projects, clinical pipeline, or areas of research.
- 3** Look for recent press releases or scientific publications. Has the company achieved a breakthrough, entered a partnership, or launched a new product?



### Why It Matters

Candidates who demonstrate understanding of the company's direction and challenges are perceived as more engaged, prepared, and aligned with the team. This adds highly valued traits such as credibility and initiative.





# — Demonstrate Key Skills with Substance

Life sciences employers are looking for more than technical knowledge. They want professionals who can thrive in fast-paced, interdisciplinary, and regulated environments. This means soft skills matter just as much as your CV.

Prepare stories and examples that showcase your strengths in the following areas:

## Communication Skills

Can you explain scientific or technical information clearly to non-experts? Think of a time you had to summarise complex findings or write a report for a cross-functional team.

## Adaptability

The life sciences industry is dynamic. Think of an experience where you had to adjust quickly. Maybe a project pivoted, regulations changed, or new technology was introduced.

## Teamwork and Collaboration

Have you worked effectively in a multidisciplinary team? Share how you contributed to shared goals, handled differing perspectives, or built rapport.

## Attention to Detail

Give examples of how your accuracy prevented errors or improved results. This is especially crucial in research, compliance, or quality assurance roles.

## Problem-Solving

Employers want to know how you approach obstacles. Describe a situation where you analysed an issue, proposed a solution, and measured the outcome.

## Leadership and People Skills

Even if you're not in a leadership role, show how you've influenced others, supported teammates, or helped steer a project forward.



## Use the STAR method

Structure your responses.

It keeps your answers clear, concise, and impactful.

**S**

**Situation**

What situation did you have to face?

**T**

**Task**

What tasks were involved?

**A**

**Action**

What actions did you take?

**R**

**Results**

What were the results?

## Prepare for the Interview Format



### Behavioural Interviews

These are designed to understand how you've handled situations in the past. Review your CV and think of stories that highlight both your technical ability and soft skills.



### Technical or Case-Based Interviews

You may be asked to solve a problem, interpret data, or explain how you'd approach a challenge relevant to the role. Be ready to walk the interviewer through your reasoning.



### Virtual Interviews

Ensure your environment is quiet, your camera is at eye level, and your internet connection is stable. Dress as you would for an in-person meeting.



## — Ask Informed, Insightful Questions

Always prepare a few thoughtful questions for the end of your interview. This demonstrates curiosity and professionalism. It's also your opportunity to find out if the company is a good fit for you.

**How is success measured in the role?**

**What's the structure and culture of the team?**

**Are there opportunities for learning and advancement?**

**What are the current priorities/challenges within the department?**

Avoid asking questions that are easily found online or that focus solely on compensation during the first interview.

## — Follow Through with Professionalism

After the interview, send a short thank-you message.

Reaffirm your interest, highlight a key point from the conversation, and express appreciation for their time. This small gesture leaves a lasting impression and reinforces your communication skills.



# — Final Tips from LifeScience-Link



Be authentic.  
Speak honestly about your experiences and aspirations.



Don't memorise answers.  
Practice until you can speak confidently and naturally.



Emphasise impact: How did your work make a difference?  
What results did you help achieve?



Prepare your own success stories. Focus on challenges you've overcome, what you learned, and how it applies to the role you're pursuing.

## LifeScience-Link Candidate Support

We're here to support you throughout your career journey.  
From CV optimisation to one-on-one interview coaching,  
LifeScience-Link helps life sciences professionals present their  
best selves and connect with roles that align with their potential.

**Have a question about your upcoming interview  
or want tailored advice?**

**Reach out !**

**Our team is ready to help you succeed.**

Visit us at [lifescience-link.com](https://lifescience-link.com) to learn more  
and explore our latest opportunities

**You're not just preparing for an interview, but  
for your next step in the life sciences industry**

