

**SCI Network Manager Interview Questions**  
*\*Introduction, ID check and Job role clarification prior to interview questions\**

<b>Candidate's name:</b>	<b>xxxxx</b>		
<b>Interview Date:</b>	<b>17 October 2025</b>	<b>Job Applied for:</b>	<b>SCI Network Manager</b>

**Competency Rating Scale:**

1	2	3	4	5
<b>Much less than Effective</b>  <b>Significantly below the standard required for performance</b>	<b>Less than Effective</b>  <b>Generally below the standard required for effective performance</b>	<b>Effective</b>  <b>Consistently meets the standard required for effective performance</b>	<b>More than Effective</b>  <b>Generally above the standard required for effective performance</b>	<b>Much more than Effective</b>  <b>Significantly above the standard required for effective performance</b>

<b>Competency being measured</b>	<b>Questions / Areas to explore</b>	<b>Model answers (key points)</b>	<b>Candidate's answers</b>	<b>Score (out of 5)</b>
<b>1. NHS Experience</b>	Please can you summarise your experience and explain how it prepares you for this role?	NHS experience outlining examples of qualities, knowledge skills and behaviours as outlined in the job spec and then applied to the network role		
<b>2. Leading Teams, Communications, Influencing, Organisation/Planning</b>	This role involves working across multiple partners. What leadership approach would you use to build collaboration and ensure the network's success?	Demonstrate understanding of the leadership required, leadership style, collaboration, inclusivity, setting direction, supportive, delivery focused, self-directed		
<b>3. Change Management and Transformational Change</b>	Tell us about your experience leading or contributing to large-scale transformational change — what were the key outcomes in the short, medium, and	Demonstrate ability to programme manage a large scale program of work across a number of disciplines; short to longer term over time.		

	long term?			
<b>4.</b>  <b>Communication, Leadership, Influencing</b>	Describe a time you successfully influenced a key decision or outcome. How did you do it, and what challenges did you face?	Clear, tangible example of influencing skills and behaviours, leading to a successful outcome, outlines challenges and problem solving, understanding the complexities of people and local systems to enact change	•	
<b>5.</b>  <b>Equality, Diversity &amp; Inclusion</b>	What do Equality, Diversity and Inclusion mean to you, and how do you embed them in your work?	Demonstrates the importance of EDI and clear understanding of the need to consider EDI in all the work we do e.g. health inequalities	•	
<b>6.</b>  <b>Interpretational, Leadership, Communication, Influencing</b>	With many stakeholders holding different priorities, how would you overcome barriers, tackle variation, and strengthen engagement across the network?	Team working, reflective, political sensitivities, self-awareness, national regional and local mandate, population health need, health inequalities.  Shows personal attributes and emotional intelligence.	•	
<b>7.</b>	What is your understanding of spinal cord injury?	Knowledge of spinal cord injury.  Research into role and subject area.	•	
<b>8.</b>	Have you got any questions for us?			

9.	Do we have your mobile number?			
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**TOTAL SCORE: X/35**