

SCI Network Manager Interview Questions

Introduction, ID check and Job role clarification prior to interview questions

| | | | |
|-------------------|-----------------|------------------|---------------------|
| Candidate's name: | xxxxx | | |
| Interview Date: | 17 October 2025 | Job Applied for: | SCI Network Manager |

Competency Rating Scale:

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

| Competency being measured | Questions / Areas to explore | Model answers (key points) | Candidate's answers | Score (out of 5) |
|---|--|--|---------------------|------------------|
| 1. NHS Experience | 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 | | |
| 2. Leading Teams, Communications, Influencing, Organisation/Planning | 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 | | |
| 3. Change Management and Transformational Change | 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? | | | |
| 4. Communication, Leadership, Influencing | 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 | • | |
| 5. Equality, Diversity & Inclusion | 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 | • | |
| 6. Interpretational, Leadership, Communication, Influencing | 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. | • | |
| 7. | What is your understanding of spinal cord injury? | Knowledge of spinal cord injury. Research into role and subject area. | • | |
| 8. | Have you got any questions for us? | | | |

| | | | | |
|----|--------------------------------|--|--|--|
| 9. | Do we have your mobile number? | | | |
|----|--------------------------------|--|--|--|

TOTAL SCORE: X/35