Hiring GMP-able Employees

Hiring employees who can successfully work in an FDA regulated environment is becoming more of a challenge every day. The competition is tough! Vying for the best candidates with GMP experience is getting harder. Candidates are better prepared for interviews more than ever before.

Job Candidates

High performing candidates are impeccably groomed & dressed, and exhibit their best behavior. They've done their homework and have an impressive resumé to show you. And can they ever talk the talk! If you let them, they'll explain how they'll rocket your company towards fame and fortune. Your role is to make sure they can walk the GMP walk!

An Interview Strategy

The best-prepared candidates are ready for your hardest traditional interview questions. It's likely that both of you read the same prep books and questions. End the gaming! Find out if your candidate can do the job. *Past behavior is the best predictor of future behavior.* Yes, you'll want to know what the candidate thinks. However, it's more important to find out what the candidate did in the past, especially in a regulated environment.

Traditional Interview Questions

Traditional interview questions attempt to get into the candidate's mind to explore thoughts, opinions, and possible courses of action. Some examples of traditional interview questions include:

Q. What do you think about the future of the pharmaceutical industry?
Q. If you were given the job, how would you handle someone who wanted you to falsify documents?
Q. How important is GMP compliance to you?

Everyone has an opinion. But opinions don't always reflect what the candidate will actually do when confronted with a difficult regulatory dilemma.

Behavioral-Based Interviewing

Even the best-prepared candidate struggles when behavioral-based questions are posed. These kinds of questions cut to the chase and surface the candidate's actual on-the-job situations and experiences. When candidates answer behavioral-based questions, they must focus on actual past behaviors if they were exhibited or experienced. Some examples of behavioral-based interview quesitons that will help select GMP -able employees for your company include:

Q. Tell me about a time you were responsible for reviewing finished product test results. What actions did you take to review the documentation, how did you handle out-of-specification test results, and what were your results?
Q. This position requires the application of superior knowledge of procedures based in federal regulations. Can you tell me about a situation where you were required to take action based on a guideline that you disagreed with? What did you do and how did the situation end up?

Behavioral-based interview questions quickly identify whether the applicant has actual experience in a particular job dimension. If there is no actual experience or situation from the past, it becomes rapidly apparent to the interviewer. This is a sharp contrast to traditional interview questions, which allow candidates to skirt the issues of actual experience. Behavioral-based interviewing is an invaluable technique that helps you identify the highest performers!

About the author

Allan Dewes is the President and Founder of Skills*Plus* International Inc. Allan possesses over 20 years experience in identifying training needs and designing training programs. He is known for designing user friendly programs and conducting highly interactive programs that teach concepts easily and playfully.

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