



Interview Questions You Can Ask! Examples for Various Departments on Your Agenda

Please read our companion blog to offer some additional ideas and context for formulating your questions. You can find the article here.

Also important to note, while the questions below may state “MSL” or “Medical Affairs”, you can swap titles or departments as needed and just use the examples for inspiration!

COMPLIANCE:

- Can you tell me more about what your compliance program looks like for this organization?
- How have you worked with MSLS in the past?
- Does the company have set compliance training in place; if so, can you tell me more about what that entails?
- What are some of your biggest priorities for the person coming into this role?
- Have you had any compliance challenges in the past, what did those look like?
- If they're new to the company-- was there already an established compliance program in place, or are you in the process of putting that together now?

MARKETING / COMMERCIAL:

- How has your department worked with MSLS (or insert your department here) in the past?
- What is your expectation for how marketing and med affairs will collaborate?
- Can you tell me more about the structure for the commercial team?
- What do you see as the biggest needs/challenges for the product/compound from a marketing perspective right now?
- How can the person coming into this role help to overcome those hurdles?
- What are your biggest needs/priorities for the person coming into this role?
- What, if any, challenges have you had working cross functionally in the past?

MEDICAL EXCELLENCE:

- Understanding that different companies have different approaches, I'd love to learn how you define Medical Excellence and what that looks like in this organization?
- What do you think makes the difference between a "good" MSL and a "great" MSL?
- What are some of the areas of improvement for this organization when it comes to Med Affairs?
- Where do you see the future of the MSL team heading?
- How can I help to continue to improve the company's strategies and long-term goals?
- What are your biggest priorities when considering candidates for this role?

MED INFO:

- Can you tell me more about the structure of the Med Info team (how many people, does everyone work remote, etc.)?
- I'd love to learn how the Med Info team typically works with the field medical team, can you tell me more about that?
- What is your expectation for the MSL team?
- What, if any, has been your biggest challenge working with field medical in the past?

HIRING MANAGER:

- What can you share about the existing team culture of the group?
- What are your biggest priorities for the person coming into this role (territory)?
- What are the short and long-term goals for this team/company?
- What drew you to want to work with this company initially?
- What has been your favorite thing about working for this company?
- What, if any, challenges might be anticipated coming into this role?
- How would you describe your management philosophy and communication style?
- How do you measure the success of the individuals on your team?
- What does a successful member of your team look like?
- Are there opportunities to be involved in projects outside of the standard functions? If so, can you share what some of those might look like?

