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Interview Guide – Cardiologist

Position: Cardiologist

Organisation: [Insert ACCHS Name]

Panel Chair: [Name]

Panel Members: [Names]

Date: [Insert date]

Applicant: [Name]

1. Introduction (for the Interview Panel to read aloud)

Thank you for coming in today. Before we start, we would like to acknowledge the Traditional Custodians of the land on which we meet and pay our respects to Elders past and present.

This interview is for the position of Cardiologist with [ACCHS Name]. We're looking to learn more about your professional experience, your approach to working with Aboriginal and Torres Strait Islander communities, and how you can support our service in delivering culturally safe, accessible cardiac care.

We'll ask you a series of questions about your clinical experience, communication style, teamwork, cultural awareness, and how you work in community-based settings. Please take your time when responding, we may take notes during your answers.

Do you have any questions before we start?

2. Interview Panel Instructions

- Ensure at least one Aboriginal panel member is present.
- Use yarning-style, conversational questioning where appropriate.
- Avoid interrupting or rushing responses — allow silence and reflection.
- Focus on strength-based assessment (what they bring, not just what's missing).
- Note examples and assess responses using the rating scale.

3. Rating Scale (Example)

Score	Description
5 – Excellent	Exceeds expectations, provides strong, relevant examples.
4 – Very Good	Meets expectations, gives clear and thoughtful responses.
3 – Satisfactory	Adequate response, limited examples but some understanding.
2 – Limited	Superficial or incomplete understanding.
1 – Unsatisfactory	No relevant experience or understanding shown.

4. Core Interview Questions

1. Can you tell us about your understanding of Aboriginal community health and your experience working with Aboriginal patients?

- Prompt: How do you ensure your clinical practice is culturally safe?
- Indicators: Respectful, culturally aware, listens to community needs, patient centred.

| 1 | 2 | 3 | 4 | 5 |

2. What does “cultural safety” mean to you in a clinical setting?

- *Prompt:* Can you give an example of how you’ve helped make an environment more welcoming or culturally safe?
- Indicators: Understands the importance of respect, inclusion, and trust; uses culturally appropriate communication; ensures privacy and confidentiality; treats everyone with dignity.

| 1 | 2 | 3 | 4 | 5 |

3. What does “Aboriginal Community Controlled Health” mean to you?

- *Prompt:* Why is community control important in Aboriginal health?
- *Indicator:* Mentions self-determination and community leadership; understands holistic health (physical, social, emotional, spiritual); recognises the role of community voice and Aboriginal governance.

| 1 | 2 | 3 | 4 | 5 |

4. Tell us about your experience in cardiology, particularly chronic disease management.

- *Prompt:* Have you worked in regional, rural, or community-based settings before?
- *Indicators:* Demonstrates clinical expertise, experience with heart disease management, collaborative approach..

| 1 | 2 | 3 | 4 | 5 |

5. How do you explain complex cardiac information to patients who may have varying levels of health literacy?

- *Prompt:* Can you give an example?
- *Indicators:* Clear communicator, avoids jargon, patient-centred approach.

| 1 | 2 | 3 | 4 | 5 |

6. How do you manage high-risk or urgent cardiac presentations in a remote or community setting?

- Indicators: Safe clinical decision-making, escalation, collaboration with GPs and ED teams.

| 1 | 2 | 3 | 4 | 5 |

Do you have any questions for us?

HR POST-INTERVIEW CHECKS

Item	Notes
References (x2)	
Working with Children Check	
National Police Check	
Start Date Availability	
Confirmation of Role (Fulltime, part time etc)	
Disclose of any health conditions that may affect duties	

5. Scoring

/ 30

Comments and Interview Reflection

6. Panel Summary and Recommendation

Strengths	Development Areas	Recommendation
		[Appoint / Consider / Not Suitable]