INTERVIEW GUIDE

Introduction

Who I am, where I work, purpose of interview, thanks for completing the survey and thank you for participating in the interview. Are you ok with me recording the interview?

(Key component to ask throughout– Please provide examples)

Training

- How has participation in the CEPHaS training affected you? (work, personally)
- What are the main benefits that you have experienced from participating in this training?
    - Do you think you will continue to use this training in the future? (knowledge, skills, materials)
- Do you feel that there have been any benefits to your institute as a result of either you or your colleagues participating in CEPHaS trainings?
    - Do you feel that these benefits will be long lasting? Why or why not?
- Is there anything about the existing training that you would have changed?
- Is there any additional training that would have better supported you in either your work or you personally (career etc)?
- Do you think that there was any other type of training that would have better supported your department or institute?

Resources

- How has receiving resources through CEPHaS affected your work?
    - Do you think you will continue to use any of these resources in the future?
- How has receiving resources through CEPHaS affected your institute?
    - Do you think receiving these resources will have any long-term benefits to your institute?
- Are there any additional resources that you did not receive from CEPHaS that would have been more beneficial to either you or your institute?
  (- Are there any additional resources that would have supported your use of the resources you did receive from CEPHaS?)

Experience

- Which experience(s) throughout the duration of the CEPHaS project were of greatest value (/had the greatest impact on) to you?
  (- positive/negative)
- Do you think there will be any long-term benefits to you from participating in this project?
- What aspects of the CEPHaS project experienced by staff do you feel have had the greatest value/impact on your institute?
- Do you think there will be any long-term benefit to your institute from participating in this project?
- If your institute was a partner in a project like CEPHaS again, is there anything that could be done differently to make it a more beneficial experience for staff?

- If your institute was a partner in a project like CEPHaS again, is there anything that could be done differently to make it a more beneficial project for your institute (either long term or short term)?

North-South, South-South Collaboration

CEPHaS has included a number of partners located in both the global north and the global south. In this next section, I would like to ask you a few questions about this dynamic.

- What do you think have been the benefits to the Southern partners of being part of the consortium working with Southern partners? Were these benefits anticipated/expected?
  Probe: personal benefits, benefits to institutes, 'Southern' staff

- What do you think have been the benefits to the Northern partners of being part of the consortium working with Southern partners?
  Probe: personal benefits, benefits to institutes, 'Northern' staff

- Reflecting on CEPHaS initial expectations, what are the benefits that you were (not) anticipating?
  Probe: expected and unexpected benefits resulting from CEPHaS

- Are they any benefits that you were expecting but that have not materialized? What do you think has prevented these benefits from happening?

- Within the context of CEPHaS, how would you assess the engagement and ownership of Southern partners? How the engagement of Southern partners could have been improved?
  Probe: expectations vs realities, challenges, solutions

- What were the key challenges in leading the CEPHaS programme?

- If we were to partner again on a new initiative, what would change or do differently to foster South-South collaboration and increase Southern ownership?
  Probe: model of partnership, programme structure and responsibilities, mechanism to encourage S-S collaboration/ownership

END