1. Please provide information about how your professional background prepares you for this position?
2. From what you know of our agency, what do you perceive to be the opportunities and challenges we face now and in the future?
3. Describe the most effective programs or strategies you have implemented in your career. What career experiences do you think will be the most valuable at this agency?
4. Discuss ways you have been proactive in changing directions at your previous agencies.
5. What is your description of the ideal relationship between the Board of Commissioners and the Executive Director? Describe how you plan to build a relationship with our Board of Commissioners.
6. What is the most controversial decision or project you’ve undertaken in your career, and how did you handle implementing it and criticism you may have received?
7. What do you see as the top 3 priorities for our agency in the next 3-5 years?
8. What is the most challenging management decision you’ve made in your career? What obstacles or alternatives did you consider before making the decision?
9. What do you consider an ideal employee culture? How would you reinforce or change the employee culture at the agency?
10. What does your 30, 60 and 90-day plan as Executive Director of this agency look like?