



Interviewer Notes:

Committee should rank the candidates together based on the answers. The answer constitutes 3 points if a strong answer anything less is ranked either 2 or one. Where factors are relatively equal, equity is factored in as deciding factor. Scores for Board members should be 75% or above.

Interim Place

Board Member Interview Answers (Confidential)

Candidate: _____ **Date:** _____

Interviewers: _____ & _____ & _____

- 3- Strong** **In-depth knowledge, skill and experience demonstrated.**
2- Average **Some knowledge, average skills and experience.**
1-Weak **Below standard of knowledge required and limited or no experience.**

Member of Equity Seeking Group Yes _____ No _____

Knowledge or Organization/Sector, Skills and Values (15 minutes):

1. How did you first become aware of Interim Place? Describe for us what your impression of our organization is?

2. Based on what you know about Interim Place and/or the not for profit sector, what do you consider to be some of the organizational challenges we face? Please give us at least 3 examples?

3. Interim Place's core organizational values are a commitment to the principles of feminism, anti-racism and anti-oppression. What do these terms mean and how would they inform your volunteer work within Interim Place?

4. Describe a specific situation where you faced an ethical dilemma/conflict of interest and how you identified this and dealt with this situation.

5. Please identify three issues that face the woman and children coming to Interim Place and identify at least 3 ways the Board members and organization can and should respond to these issues?

Leadership, Teamwork, Communication (15 minutes)

1. How would you describe your leadership\management style? What contribution do you make as part of a team? Tell me about a recent situation either in work, volunteer or community where you demonstrated leadership.

2. Describe a situation where you had a disagreement/conflict with a person and how you addressed this situation?

3. Describe your interpersonal skills, including how people you know would describe you?

4. What skills and experiences will you bring to the role of Board Member and please identify three key responsibilities for Board members?

5. Describe to me a situation where you witnessed or identified racism and/or oppression and how you challenged this and why?

/15

Other (20 minutes):

1. There are approximately five hours per month required as a Board member; One Board meeting per month and participation on one Board committee. What 3 committees would you be interested in participating on? What specific contribution would you make?

List Board Committees: - By Law and Membership; Nominating; Human Resources;

3. What are you hoping to get out of volunteering as a Board Member at Interim Place?

4. Please identify two areas for learning and growth; these might be needs or areas of weakness that you would identify as a new Board member at Interim Place.

/9

Any Questions from Candidate?

Any further Questions require exploration arising from interview? Do not point rate these?

General Comments\Overall Perception of the Candidate:

Overall Ranking: _____