

**Cowlitz 911 Public Authority Board of Directors**

**SPECIAL MEETING AGENDA**

**Friday March 11, 2022 @ 09:00 AM**

**Remote ZOOM Meeting**

- 1. Call to Order and Introductions**
- 2. Board Interviews Candidate for Position**
- 3. Executive Session:**
  - A. Qualifications of an applicant for public employment. RCW 42.30.110(1)(g)**
- 4. Adjournment**



## Executive Director Interview Questions

1. What are the motivating factors that made you apply for this position? Why do you think you would be the best fit for the job?

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2. What is the best skill or quality that you would bring to this position? If we were to ask people you have worked with, what would they say is one thing that you could improve upon?

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3. What is it that you believe you can contribute to this organization? What excited you about this position and how would you transfer that excitement into leadership of the agency and for staff?

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4. In your experience with working with a board of directors or similar governing body, what would they tell us about your communication style and interaction with them? How do you keep in touch? How often?

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5. What would you expect from the Board to help you be successful in this position? What would your ideal working relationship be like with the Board? What process would you use to present a new item or issue to the Board?

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6. Coming in as the new Director, how would you go about establishing effective working relationships with the user agencies? How would you go about maintaining those relationships?

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7. Tell us about your experience with technologies – what are you familiar with – radio, phones, CAD, other?

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8. Please give us a specific example of a time when you were able to constructively influence elected officials or management that your method or approach was the best way of accomplishing a goal.

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9. As the new Executive Director, how would you assist the agency in developing and framing a long-term vision and strategic plan?

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10. As the new Executive Director, you would undoubtedly have ideas about change or new initiative you would like to bring to the agency. You would also likely find some systems and programs already in place that you would like to keep. Tell us about how you would proceed to make decisions as to what things to change and which to maintain.

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11. Please provide any examples of how you have been able to enhance service levels without added expense or were successful in saving money without diminishing services.

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12. Tell us about your experience with union-represented employees and bargaining units and negotiating contracts. What do you see is the best way to promote an effective working relationship with representatives of a union? Do you prefer a more formal or informal relationship? What do you think are the keys to maintaining good labor/management relations?

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13. What are the determining factors for you in deciding if this is the right fit for you? Are there any issues that concern you, such as salary, relocation, or other concerns?

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14. Is there anything you would like to add? What questions do you have for us?

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