**Second-Round Interview Guide**

**Welcome/Opener:**

*Thank you again for meeting with us today as we begin the second round of interviews for the Executive Director position. Each committee member will take turns asking questions and we will reserve time at the end for questions. We have a lot of questions to get through, so for time consideration, please keep your answers for each question to no more than 3-5 minutes.*

**Questions:**

1. From everything you’ve learned so far, tell us what you know about the Nevada Coalition to End Domestic and Sexual Violence.
2. Let’s say you are hired for this role, 5 years from now, what successes are we celebrating at the Coalition? What would you have contributed to getting us there?
3. What are your short-term and long-term career goals?
4. What aspects of the role do you think you’ll excel at, and which are you less familiar with?
5. Executive directors are both managers and leaders. How do you see these two different roles intersecting?
6. How do you measure your own performance and success at work?
7. As an Executive Director, a major role you play is as a decision-maker or problem solver. What process do you use to make critical decisions?
8. What do diversity, equity, and inclusion mean to you? What steps you would take to ensure that the Coalition is committed to diversity equity and inclusion internally and as the supporting organization for programs across the state?
9. What do you see as the role and value of the board in your success as an Executive Director? Can you offer us a few examples?
10. How would you handle conflict on the board, whether between board members or between yourself and a board member?
11. What is the most difficult decision you have made in your career? What did you learn?
12. If money, resources, and staff capacity were not an issue or concern, what would be a major project or initiative that you would lead at the Coalition?

**Candidate Questions:**

We would now like to open it up for any questions you may have for the Search Committee

**Close/Thank You:**

That concludes the time we have today. On behalf of NCEDSV, thank you for taking the time to speak with us. Chelsea from Scion Executive Search will follow up with you next week to offer further updates. If you have questions about the process, please feel free to reach out to Chelsea directly. Thank you again for your time and interest!