**CCASA Executive Director Interview Rating Sheet – Board Interview**

Reviewer’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Candidate’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Instructions to evaluator:*** Please use the box to the left of each question to rank the candidate’s response, using a scale of 1-5 with 1 being the lowest and 5 being the highest. Please also make notes on their answers. The TC will compile all evaluations; please provide your feedback sheet to Erin by the close of the interview.

1. *Please tell us a little about yourself and why you are interested in the ED position at CCASA at this point in time. How does this position fit into your career goals?*
2. *CCASA’s mission statement indicates that we are focused on “promoting safety, justice, and healing for survivors while working toward the elimination of sexual violence.” Please talk to us about what this means to you and how this work is best pursued by a membership organization.*
3. *In what ways do you think sexual violence and oppression are intricately linked?*
4. *What do you see as the most important function of a statewide sexual assault coalition?*
5. *A priority area for CCASA’s Board is fundraising and the Executive Director plays a critical role in leading and facilitating the organization’s fundraising efforts. Give us some examples of how you have successfully implemented fundraising or revenue growth and where you would focus your initial efforts as the ED of CCASA?*
6. *CCASA’s budget is comprised of state and federal government grants, private foundation funding, individual and corporate gifts, and fees for service (membership dues, training fees, etc.). Please tell us about your experience managing complex organizational budgets and the successes and challenges you have faced in this role.*
7. *Could you give us an example of a problematic relationship that you turned around… or one that you couldn’t turn around and what you learned from that?*
8. *As the Executive Director, what are the key things that you will expect from the board and what should they expect from you?*
9. *Please consider a scenario where a board member approaches you with concerns about how the board meetings are being managed and the tasks that they’re being asked to take on as a board member. How do you respond?*
10. *How do you plan to continue the work CCASA has developed with respect to inclusivity? What do you see as the role of the ED in instilling a sense of commitment to inclusivity among staff, Board, and stakeholders?*
11. *The CCASA Executive Director serves as a spokesperson for the organization and this requires the ability to deliver nuanced messaging to a variety of audiences. What makes you the right candidate to deliver our message and what ideas do you have for how to effectively get our message out?*
12. *What is your perspective on how involved staff should be in developing new CCASA programs? What about long-term strategic planning for the organization?*
13. *The ED position manages a number of different competing priorities. Please share your successful strategies for self-care that you have employed in the past.*
14. *Do you have any questions for us?*

*Do you recommend this candidate for hiring?* Yes: \_\_\_\_\_ No: \_\_\_\_\_ Unsure: \_\_\_\_\_

*Please share any strengths/challenges you see with this candidate:*