

Hiring Criteria

Each group will be presenting their “resume” and your job is to recommend the group that should get the job. You are free to ask one question of each group if you would like to do so.

Here are some guidelines to help you make your decision:

Does the group have experience with nonprofit organizations?

- Not necessarily employment, but volunteer experience and internships.

Sample Interview Question: *What nonprofit organization do you admire most and why?*

Does the group demonstrate a commitment to a particular cause or organization?

- Lots of one-time volunteer projects are less impressive.
- Do they have experience with the issue(s) on which the organization focuses?
- Have their responsibilities increased over time?

Sample Interview Question: *Why did you choose to get involved with these particular organizations?*

Did they tailor their presentation and resume to fit the job being offered?

- Is there a balance between skills and experience? Do they have the right skills for the job (event planning experience, public speaking, etc.)? Do they have the right experience for the job?
- Certain skills are generally valued by all organizations: speaking multiple languages, fundraising experience, publicity and event planning experience. Does the group have any of these specific skills?

Sample Interview Question: *Why do you want this particular job?*

Leadership Experience

- Leadership does not have to mean starting a new organization. Does the group demonstrate an ability to get the job done and make things happen?

Sample Interview Question: *Can you discuss challenges you have faced as a leader?*