

Director Interview Questions

1. **To begin, how familiar are you with the DWA (Durham Workforce Authority) in terms of the services they provide?** [IF CANDIDATE KNOWS LITTLE TO NOTHING ASK Q.2. OTHERWISE SKIP TO Q.3] [interview key – must have done some research on DWA]

2. **If you are not familiar with DWA, what if any, are your key considerations for becoming a DWA board member?** [continue to Q4]

3. **What are your key considerations for becoming a DWA Board Member?**

Section 2 – Interest & Commitment

[Interviewer reads an overview of the DWA vision and mandate]

4. **How do you feel your skills/expertise might support and advance DWA's mandate?**

Section 3 – Strategy

[INTERVIEWER TO READ AND PROVIDE CONTEXT]

OUR PRIMARY STAKEHOLDERS INCLUDE:

- **BUSINESS SUPPORTS:** CHAMBERS/BOARDS OF TRADE/ BACD
- **COMMUNITY:** ABILITIES CENTRE, GRANDVIEW
- **EMPLOYMENT:** JOHN HOWARD SOCIETY, LITERACY NETWORK
- **ECONOMIC DEVELOPMENT:** DURHAM REGION

5. Thinking about our future vision and mandate and how it relates to our primary stakeholders, how can the DWA strategically build deeper relationships with such a diverse collection of stakeholders, with very little resources?

6. [The Board has discussed potentially moving the DWA away from being funded solely by the provincial ministry in effort to ensure the future vitality of our services]

When thinking of how we could diversify our services into multiple paying sources, what ideas come to mind?

7. Willingness to assist DWA [interview key – must be very or somewhat willing for 3 of the above]

	Very Willing	Somewhat Willing	Somewhat Unwilling	Very Unwilling
Attend DWA presentations and events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share DWA social media posts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promote/connect DWA to your networks e.g. personal introductions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Give an elevator pitch on the DWA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be willing to arrange for DWA to share information to your business networks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. All board members must serve on one Board committee. Which would be your preference of committees? [Governance, Finance, Director Recruitment]

9. Final thoughts/Notes? Any questions for us?