

QUERYING A CANDIDATE

Attempting to hire a skilled and experienced Development Officer is an exercise in frustration for many non-profit organizations. That's because, despite the importance of this decision, the recruitment process often involves a rather shallow questioning of candidates. When vetting candidates for the crucial role of Development Officer, non-profit leadership should ask the following probing questions – and then listen with great care and attention to ascertain how the answers mesh with the goals and culture of their organization:

- What do you consider to be your single most noteworthy accomplishment in your current/previous position?
- What do you think is the most important quality necessary for success in fundraising?
- How do you handle being under the gun? How do you get others to help in those situations?
- What kinds of failures have you experienced, and what have you learned from those experiences?
- What will we hear when we speak with the people you've listed as references? What will they say about you?
- What are some of your fundraising prejudices?
- How would you describe your leadership style?
- What are you most enthusiastic about?
- How do you resolve professional conflicts?