

**Southern Nevada Health District
Chief Health Officer
Interview Questions for 2013 Recruitment**

Candidate Name _____

Date _____

1. Tell us about yourself – how did you come to be in the profession of public health?

2. Explain the role of public health in the Southern Nevada community and describe the challenges you are aware of.

3. What are some of the typical obstacles or barriers you have encountered as a leader that have made it difficult to achieve your department or organization’s objectives? Can you provide a specific example that shows when you were successful in removing an obstacle as well as an example of when you were not successful?

4. There can be many inequities (perceived and real) that exist at work (e.g. workloads, compensation, expectations, etc.). Describe some inequities you have observed and how you have dealt with them.

5. Often it is easy to blur the distinction between confidential information and public knowledge. Can you give an example of when you were faced with this dilemma and how you handled it?

6. Adapting to different organizational cultures is sometimes difficult. Describe a time when you were most successful assimilating into an organizational culture that was new to you and how you accomplished this.

7. Describe a time when you had to get the support of a wide range of stakeholders on a proposed strategy or plan. How did you go about this?

8. Successfully navigating organizational politics can be very difficult. Subtle issues or potential obstacles can easily be missed. Describe a time when this happened to you. What political factors caused you problems and how did you deal with this?

9. What steps have you taken to imbed the vision, mission and values of your organization into the day to day operations of your direct reports?

10. Sometimes it is difficult to know how much direction to provide when delegating. Describe a time when you did not provide enough instruction or guidance for an assignment or task you delegated. How and when did you find out things were not going well and what did you do to correct the situation?

11. Describe how you have improved the productivity or profitability of your organization. How did you identify and implement these improvements?

12. What would your cohorts say is the most important contribution that you have made to public health? Why was this important to the community?

Interviewer (print name) _____

Interviewer (signature) _____