

**Kensington Police Protection and Community Services District**  
**Possible interview Questions**  
**General Manager**

1. I suggest the candidate be provided with 5-10 minutes to describe their career with an emphasis on those aspects that may be applicable to the General Manager role at KPPCSD. Folks should feel free to ask clarifying questions based on what the candidate had to say.

**Board & General Manager Relationship**

2. Why did you apply for this position?
3. Tell us what are the three underlying principles or values that guide your work as the Chief Executive of a public agency?
4. Please describe to us your description of a high-functioning governing body that you like to work with. Why do things sometimes go wrong?
5. How would you know if you are being successful in the General Manager role for our District?
6. What kind of relationship would you like to have with us, as the Board?
7. How do you maintain positive communications and relations with all 5 Board members?

**Leadership and Management**

8. What have you done to effectively development and maintain a sense of team with your past roles as a leader in a public agency?
9. Can you give us some examples where you introduced and implemented positive change within a work environment? Have you had to repair or improve a workgroup that had marginal performance? How did you do it?
10. Tell us your experience in overseeing a Police Department. What are your expectations of that department?
11. Give us an example where you tackled a difficult personnel matter?
12. What would be your work plan for the first 90 days on the job? What about the first six months?

13. What do you expect of the public employees that work for you?

#### **Finance, Analysis and “Rolling Up Your Sleeves**

14. Are you comfortable understanding and managing public agency budgets and finances? Since we do not have a CFO, are you ok with being the expert on the budget?

15. Since we do not have dedicated support staff for your new position, how independent are you in completing your work? If we had some discretionary funds, what would be the highest support need for you?

16. Give us some examples of highly complex issues that were analyzed and shepherded by you through the governing body and community?

#### **Community and Intergovernmental Relations**

17. We have a highly involved community that is not shy with expressing their opinions. How do manage this and use it in a value-added way?

18. It seems every community is dissatisfied with the level of communication and transparency in public agencies business. How would you facilitate communication with our residents about District business?

19. Could you give us an example where you reached out and developed improved relations with another public agency that ultimately benefited your constituents?

#### **Closing Questions**

20. Is there anything that we didn't cover that you think is important to share that describes what you bring to this role?

21. Do you have any questions for us? **(Ask this only if there is time)**