SAMPLE 1

**CD Interview Questions**

1. Please tell us how you prepared for this interview.
2. Why are you a good fit for this position?
3. What do you know about conservation districts and/or the Natural Streambed and Land Preservation Act?
4. Describe your experience and knowledge working in the natural resource field.
5. Do you have any experience in grant management, education & outreach, and/or training. If so, please describe.
6. Montana’s 58 conservation districts are governed by locally elected or appointed officials with varying backgrounds and levels of expertise. Describe your experience and knowledge working for a board.
7. What is your experience working with local, state and/or federal government?
8. What behaviors, actions, or attitudes are you likely to conflict with and which do you gravitate toward?  If you feel conflict brewing, how do you handle the situation?
9. How would you function working with little or no in-person supervision?
10. What tools would you use to manage your workload?
11. Please describe your ideal work culture.
12. How do you prefer to be managed?

SAMPLE 2

**CD Interview Questions**

1. How do you think your education and your experience would help you succeed in this job?
2. This position will require that you work on multiple projects with varying deadlines. Have you had positions where you had to deal with this?
3. What management skills would you use to accomplish that?
4. Describe a time when you were presented with an issue or concern by a client, customer, or landowner.
   1. What was the issue?
   2. How did you address or correct the problem?
5. What is your viewpoint about agriculture and agricultural landowners?
6. How would you handle a producer who was resistant to change?
7. Have you ever worked for a board before?
8. What kind of people do you find most difficult to work with? Why?
9. How have previous jobs provided you with experience to work independently?
10. If you had your choice between working in a team environment or working as an individual, which would you choose? Why?
11. What duties did you enjoy most in past/present employment? Why?
12. What duties did you find difficult to perform? Why?
13. What is the most important thing you look for in an employer?
14. What are your career goals and how do you see this position helping you to reach your goals?
15. What characteristics do you feel you have that will make you successful in this job?
16. What motivates you to excel?
17. What words best describe your personality?