

**Minutes**  
**Story County Conservation Board**

Interview with Mike Cox—Monday April 4, 2011

Present: Ted Tedesco, Joyce Hornstein, Jim Pease

Called to order at 9:02 a.m.

Asked questions (attached).

Adjourned at: 10:35 a.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "James Pease". The signature is written in a cursive style with a large initial "J" and "P".

James Pease  
Board Secretary

Ted Tedesco  
Board Chair

## **Potential Questions for Board Interview with Director Candidates**

What particular areas of past positions did you feel you had the most success in?

For this position, what aspects of the job will be the most challenging for you?

What is the most important or complex written communication piece (report, publication, curriculum, etc.) you've been involved in writing? What made it important or complex? In retrospect, would you have written it differently or approached it in a different way?

Using your experience, what major trends do you see in public conservation over the next 10 years? How will you approach those trends—will you fight them, seek to influence them, or accept them and go along?

Please give us an example of your experience in land acquisition and management. How do you take a piece of land—gifted or purchased—and make it a premier site for conservation?

If you were to set up your ideal County Conservation Department, how would you organize it in terms of divisions and who reports to whom?

When you are hiring a staff member, regardless of their position, what personal qualities do you look for?

How many people have you hired in your previous positions? In your experience in hiring, when were resignations most likely to occur? Within 3 months, 6 months, a year, 2 years?

What are the typical problems or grievances that your staff have brought to you? How do you handle them?

Let's say a staff member brings you what they see as a serious problem with another staff member's job performance. Take us through the steps you would go through in handling this situation.

Have you had to let staff go/fire them for either budgetary reasons or job performance? If so, how did you/would you approach that?

Should you be offered and accept this position, you will be responsible for evaluating the staff and helping them to grow professionally. Explain how you would approach this evaluation process.

Describe how you have set objectives and goals for yourself and how you would help staff to set reasonable goals and objectives?

As you know, communication among and between staff in a department this size is critical. How do you propose to set up and maintain communication channels in this department?

How do you want us to help you achieve success in this position? What are your expectations of us, as a Board?