

Dane County – Department of Human Services Director Interview Questions

1. We have had an opportunity to review your previously submitted materials. Please *briefly* share the highlights of your background (work experience, education, and other important aspects) and explain how they have prepared you for this position.
2. The work of Dane County Human Services has increasing intersections with our county's work on criminal justice reform. Talk about your background in criminal justice, including work you've done in this field. Also, please share your vision for how the Department of Human Services should be involved in this county policy priority moving forward.
3. The Director of Human Services is the face of the Department and the work it does in our community. Talk about your involvement in community organizations, your current presence in the community, and how you would balance the competing interests of the many groups the department interacts with.
4. The Department of Human Services is the largest County Department and meets weekly with the County Executive's Office. Within county government this position needs to work with many different stakeholders including, but not limited to: the Department of Administration, members of the County Board, other elected officials and various advisory boards. Please describe your experience working with these different stakeholders.
5. State and Federal oversight and funding of the Department's programs are constantly changing. Please explain how you would work to keep abreast of these potential changes.
6. This position is heavily involved in the annual County Budget process. Please explain your background in budget development and government finance.
7. Racial Equity and Social Justice (RESJ) has become a major focus for Dane County and the Department of Human Services plays a major role in Dane County's Equity initiatives. Please explain your experience with training a culturally sensitive workforce, policy changes designed to reduce desperate impacts, or other racial equity initiatives.
8. This position is the public face of the Department. How do you ensure that the Department maintains a positive image? How do you maintain (or improve) public relations?
9. A substantial portion of the Department's budget is devoted to purchasing services from local non-profit agencies. Please share your approach to working with, managing, and collaborating with non-profit agencies.
10. If you were offered this position, please walk us through what you would like to accomplish within your first 100 days and explain why.
11. Thank you for your responses. There is a lot that we have learned from our conversation today. What questions do you have for us?