**IMPACT Club Project Facilitator – Sample Interview Questions**

**First Interview**

1. Keeping in mind the information that I have just provided and the information included on the job description for this position, please describe your experience, education and background and indicate how they have prepared you for this position.
2. Describe specifically, your experience working with programs that adolescents between the ages of 12 and 18
3. One of the unique and most important characteristics of IMPACT Club programs is that the young people in the program are expected and encouraged to assist in the decision making processes including choosing their own community and social enterprise projects, and which modules they would like to study. What do you think the benefits and drawbacks of this policy might be?
4. What challenges would you expect as an IMPACT Club Facilitator wiring with adolescents in the poorest and most vulnerable communities. Please describe barriers you might expect them to have. ***(As appropriate ask as follow-up, What similar experiences have you had?)***
5. How would you plan to address those barriers in the context of this program and in your position as IMPACT Club Facilitator?
6. Please describe your experience working with multiple projects and competing deadlines.
7. Resources for the program are limited. How would you work with staff to insure that the program participants’ needs for education, life skills, technical training, etc. were met?
8. What has been your greatest accomplishment in your experience as a youth worker/ development worker? Your greatest challenge? How did you address it? What would you expect to be your greatest challenge in this position? How would you address it?
9. Do you prefer to work independently or as part of a team? Describe experiences you have had in both situations.
10. Tell us about your supervision experience and style? What comments would your last supervisor make about you?
11. What time commitment could we expect if you were hired for this position?
12. Please share with us specifically why you are interested in this position?
13. When would you be available to start?
14. Do you have any questions or comments?

**Second interview**

1. For the benefit of those in this room who were not here during your first interview, please describe your experience, education, and background. Why does your experience make you qualified for this position?
2. Hypothetical; You’re trying to describe this position, IMPACT Club Facilitator of IMPACT Club program, to a friend. Give us your explanation of this position and your interest in this position.
3. Hypothetical: IMPACT Club Leaders from the community have committed to volunteer to the program. They receive the required training, however when it time to open the IMPACT Clubs they decide that they want to be paid for their time – what do you do?
4. Hypothetical: The IMPACT Club is formed, but when you look at the monthly attendance sheets you see that the participation number of young people has gone down significantly – what do you do?
5. There’s a lot of paper work and travel involved with this program yet it is important that the IMPACT Club Facilitator be very much involved in the coaching of IMPACT Club Leaders and program participants. How would you coordinate and balance this workload to make sure all of this is done?
6. Role-play: IMPACT Club Facilitator who has a history of being “rough” on the participants. Talking loudly and disrespectfully to them. A couple of participants have expressed concern about this. You have set up a meeting with him to discuss this situation.