

Non Executive Interview Questions



Non Executive Interview Questions

Every board interview is different. Some are formal (with the whole board) and some are done in a coffee shop (with just the Chair or consultant). However, in preparation for any interview, you should consider what your response would be to the following questions that may be asked of you.

General Opening Questions

- Can you briefly tell us a little about yourself and what synergies exist between your experience and that which is required by this board?
- Why does this role appeal to you? Why are you considering it now?
- What is your honest opinion of our organisation? What should we be doing differently?
- Why should we appoint you to this board?

Governance Style

- How “hands on” are you as a Non Executive? To what extent are you interested in operational detail?
- In your opinion, what conditions are absolutely necessary to ensure good governance?
- What are the warning signs that usually precede a breakdown in good governance?
- What do you think the board’s role is in relation to development of strategy? How do you think the board should engage with executive management in this process?
- Some directors thrive on working through challenging circumstances, but there is a point at which challenge can go too far. What are your thoughts on this?
- What does board diversity mean to you, and what do you think a diverse board would look like at our organisation?
- What do you consider to be the role of a Non Executive director? How would you seek to clarify your role, if unclear?
- How would you describe your style as a Non Executive director?
- What do you believe are the characteristics of an effective board?
- What, in your view, is the leadership role of a Non Executive?
- How would you describe the ideal executive/non-executive relationship?
- What would your relationship with our Chair be like? How would you support and complement the Chair’s role?

Commercial/Business Acumen and Executive Skills

- What relationships / contacts do you have with our key stakeholders?
- How would you recommend we achieve our purpose and financial goals?
- What could be further commercial opportunities for an organisation like ours?
- What do you think of our structure and governance arrangements?
- What does the current economic climate mean for us? What are the threats and opportunities?
- Do you think you have the necessary experience to help guide us through economic turbulence? Please give some relevant examples.
- How do you feel your own background and experience could directly add value to our organisation?

The Organisation

- What do you perceive are our current strategic considerations?
- Are we doing enough to equip our members/clients/stakeholders for the challenges of the future?
- Who do you consider to be our key stakeholders now and how may that change over the next 10-15 years?
- What do you think our members/clients/stakeholders expect from us? How can we exceed these expectations?
- What do you consider will be the key challenges facing our sector in the next 5-10 years?

Administrative

- This role is remunerated/unremunerated at \$XXXXX. Could you confirm that you are comfortable with this?
- How many other directorships do you have? Could you confirm that you are able to commit to the time required to perform effectively as a board member?
- Is there anything that could potentially delay your availability to join our board?
- Do you have any concerns about joining this board?
- Are you aware of any potential conflicts of interest?

Closing Questions

- Is there anything we didn't ask you that you wanted to talk to us about?
- Do you have any questions for us?