**Interview Questions**

**NomCo Independent Chair**

| **Interviewing for the role of Independent Chair** | **Type** |
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| **1.** | What has motivated you to apply for the position? |  |
| **2.** | Why do you think you are a good fit for this role? |  |
| **3.** | How would you set about establishing/building relationships between <INSERT ORGANISATION NAME> and the Member Associations? |  |
| **4.** | Describe how you have successfully introduced and maintained working practices that adhere to best practice governance standards? |  |
| **5.** | As an Independent Chair, what would you expect from your fellow committee members |  |
| **6.** | How would you describe your leadership style? How would others describe your leadership style? |  |
| **7.** | What are the key traits that you can bring to the role to facilitate a robust process to identify, assess and select an optimal Board composition? |  |
| **8.** | What motivates you to assist <INSERT ORGANISATION NAME> and its Member Associations to implement best practice governance processes? |  |
| **9.** | Do you have a view on the current state of <insert sport> in Australia? |  |
| **10.** | To perform the role effectively, is there any support you believe you would require? |  |
| **11.** | At <INSERT ORGANISATION NAME>, we take Child Safety very seriously and require all sub-committee members to hold a valid Working with Children Check and Police Check. Could you foresee any reason why you would not be able to obtain a WWCC or a police check?  |  |
| **12** | Do you have any Conflicts of Interest to declare relevant to this role that we should be aware of? |  |

**Director Interview Questions**

| **Individual Director Questions** | **Type** |
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| **1.** | Why are you interested in committing your time and energy to us? *Looking for an insight into motivation, why <insert sport>?* | Motivation |
|  | Why do you want to be on the Board?  | Motivation |
| **2.** | How would your skills / experience contribute to the success of <insert sport> in (and out) of the Boardroom? *Looking for an insight into individual* *strengths (experience, skills, values)* | Skills/Experience |
|  | How do you see your skills and experience contributing to the <INSERT ORGANISATION NAME> Board? | Skills/Experience |
| **3.** | How would you build a cohesive sport in a time of change? |  |
| **4.** | Tell us about your governance experience - in particular any boards, committees or governance expertise you have. |  |
| **5.** | What do you see as the role and responsibility of a Director? |  |
| **6.** | What personal attributes make an effective director? | Behavioural |
| **7.** | What role do you think you would play on the board? |  |
| **8.** | What do you think are the characteristics (behaviours) of a great board/subcommittee member? *Looking for authenticity, challenging status quo, growth mindset, collaborative, action orientation* |  |
| **9.** | How much time could you commit to the role? |  |
| **10** | What (if any) board committee/s would you see yourself most/least qualified for? |  |
| **11.** | What is the most difficult problem and decision that a board/committee you have been on has had to deal with? Explain the dilemma … | Behavioural |
| **12.** | How would you deal with a difficult board member who you do not agree with? | Behavioural |
| **13.** | What is your vision for <insert sport> over the next 5 years?*What would you hope to achieve? How would you measure success?* |  |
| **14.** | What questions do you have for us that we have not answered? |  |
| **15.** | At <INSERT ORGANISATION NAME>, we take Child Safety very seriously and require all Board members to hold a valid Working with Children Check and Police Check. Could you foresee any reason why you would not be able to obtain a WWCC or a police check?  |  |
| **16.** | Do you have any Conflicts of Interest to declare relevant to this role that we should be aware of? |  |

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