

City of Norris

City Manager Second Interview

CANDIDATE: _____

1. Thank you for returning for a second interview. We asked you to prepare two presentations. We would like to start with those and then we would like to ask you a few questions. So, please share with us your five to ten minute presentation on the Norris strategic plan.

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

2. Next, we asked you to prepare a three to five minute presentation on how you would approach a Bethel neighbor about the possibility of being annexed by Norris. Please share that with us now.

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

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3. Finally, we have a few questions for you. The first is: What do you hope to accomplish in the first two years on the job if it is offered to you?

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

4. After working on this job one year, what will people living in Norris likely say about you? Please share one positive and one negative statement.

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

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5. Since you have no city management experience, specifically what will you do to make the learning curve as short as possible?

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

6. Please describe a work experience you have had where you had to negotiate for something you wanted and the other person did not want to give.

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

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7. What kind of work interests you the most?

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

8. As city manager, being involved in the community is very important. Please describe your plan for becoming more involved in the city.

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

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9. What are you passionate about?

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

10. Is it more important to focus on city operations or public relations? Please explain your response.

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

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11. Why should we hire you over another candidate?

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.

12. Thank you for your time. Do you have any last questions or statements for us?

Score: _____

On a scale of one to five with one being unacceptable and five being outstanding.