

BOS Interview Questions

1. Why Natick?
2. Please share with us what best positions you to add value to Natick.
3. Natick values both tradition and innovation. How would you see yourself balancing these as Town Administrator?
4. Can you talk about times that you applied an equity focus in the work that you do and what were the outcomes?
5. What have you done, or what would you do, if an issue you were championing wasn't gaining traction?
6. If you differed with the board about a priority, what would you do? [follow-up if needed: your own experience is in a Town Manager governance structure. Could you explain how Natick having a Town Administrator governance structure might be relevant to your answer to this question?]
7. In budgeting, how do you set and balance priorities when there are competing interests?
8. Follow up if not mentioned. Describe your direct experience and working relationship with a school superintendent on budget and other matters.
9. How would your employees and unions you've negotiated with describe your management style^[1].
10. What actions have you taken – or what ideas do you have – to improve communication with community members and encourage greater engagement with local government?
11. LAST QUESTION. Is there anything else you'd like to add

ROUNDTABLE DISCUSSION TOPICS (8-10 MINUTES EACH)

LEADERSHIP/MANAGEMENT

- MANAGER OR LEADER
- LEADING A TEAM
- MOTIVATE
- ACCOUNTABILITY
- MOVING A TEAM FORWARD
- DELEGATION
- GOAL SETTING

COMMUNITY ENGAGEMENT

- PROS AND CONS OF EXTREMELY ENGAGED RESIDENTS
- VOLUNTEERS
- ART OF BALANCING AND RESPECTING
- LISTENING – INPUT – LEAD – STEER
- YET MAKE DECISIONS AN RECOMMENDATION TO BOARD

ECONOMIC AND COMMUNITY DEVELOPMENT

- BALANCE
- SMART GROWTH
- CHANGING DEMOGRAPHICS
- PRIORITIES
- FACILITATE CONVERSATION

BOARD RELATIONSHIP - GOVERNANCE

- COMMUNICATION
- MANAGING/LEADING UP DOWN AND SIDEWAYS
- DISAGREEMENTS WITH THE BOARD
- METHOD OF COMMUNICATING
- REPRESENTING THE BOARDS INTERESTS
- CONSIDER RESIDENT INPUT
- RESPECTING BOARD AUTHORITY
- CLEAR ROLES AND RESPONSIBILITIES OF ALL STAKEHOLDERS
- (YOURS, MINE, OURS)
- HOW SHOULD THE BOARD EVALUATE YOU

FOLLOW UP TO QUESTIONS ASKED AT PANEL

- Limited specific questions to answers given at panel

FINAL:

ANY QUESTIONS FOR US

WHY SHOULD YOU BE SELECTED?