

**SECTION DIRECTOR INTERVIEW**

Spring/Summer 2014

Candidate's Name:

Interviewer:

Phone Number:

Date:

Thank you for taking the time to speak with me today. This interview will be my opportunity to get to know you a little better and give you more information about working at Camp Chief Hector YMCA. To maintain consistency between interviews, I will be asking you the same questions as the other candidates have been asked. Please take your time to answer each question and remember that this is an opportunity to highlight your skills and experiences - we are eager to hear about them in detail.

It is important that you are aware of the risks you may encounter if you are employed with us – risk management is our top priority. The consequences of an incident may include death or disability. For this reason, the camp insists on the thorough support of its risk management policies so that we can continue to offer the experiences and activities that we do.

We are also committed to providing high quality child care. It is important to us that campers learn a greater responsibility with regards to the outdoors, manners, leadership, relationship building and community living. We expect our staff to support and role model these commitments, and be accountable for their actions.

1. Hearing our expectations with these things, why do you feel that a position with us is a good fit with your experiences and your personal values?

2. How have your values changed after your experiences at camp?

3. What questions do you have about our site or programs?

4. What was a challenging job you've had and why?

What did you learn from this?



5. What was the least challenging job you've had and why?

What did you learn from this?

8. Describe a mistake you made in dealing with people.

What did you learn from it?

9. In what situation did you find that you had to overcome major obstacles to meet your objectives? What did you do and what did you learn?

1.

2.

10. Can you tell me about a time when you received growth-oriented feedback and what you did after having received it?

1.

What did you learn?

2.

What did you learn?



11. Describe a situation where you tried to help someone develop and change. What strategies did you use to give them support and feedback?

1.

2.

12. Have you experienced a lack of energy and focus? What did you do?

13. Camp Chief Hector YMCA has a strong outripping component to its programs and has many on-site camp activities. Please take a few moments to describe any previous experiences you have with camp activities and tripping.

(Hiking, canoeing, horseback riding, environmental education, arts and crafts, archery, swimming, climbing, high and low ropes course, challenge course, campfires, camp songs, group games, storytelling, drama, tipi living, group management, behaviour management).

When have you demonstrated risk management while on trip/on site?

What leadership skills have you learned from tripping?

14. What do you feel are important qualities for a supervisor to have?

15. Where do you see your strengths and areas needing growth for this type of position?

**Current Certifications:**

- Standard First Aid and CPR
- Wilderness First Aid and CPR _____ hour
- NLS
- Tandem Moving Water Instructor
- Flat-water Canoe Instructor
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Certifications Needed:

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Are you able to commit to the full length of the contract?

Position interested in / best suited for:

The YMCA knows that, unfortunately, there may be people who want to work or volunteer here for the wrong reasons. I'm sure you'll be pleased to hear about the active, and we believe, effective effort we make to prevent abuse. First, we attempt to screen out offenders whenever possible; for example, we do a very thorough background check, including criminal history.

We also take any and all allegations, including those from children, very seriously. We refer all allegations to the authorities, and we cooperate fully with any investigation.

Wrongdoers need to know that this is a very risky place to attempt to abuse children or anyone else who may be vulnerable. Most everyone appreciates this thorough process, which not only protects the people in our care, but also minimizes the potential for false allegations of abuse against innocent staff members and volunteers. Do you have any questions about this policy?