

Trustee Recruitment Toolkit



Interview questions and criteria

Name:

Time:

Date:

Who to ask	Questions	Criteria	Score 5 (excellent) 1 (poor)	Comments
	1. Would you describe to us what you think we do, how we work and who benefits from our work?	Does s/he show interest in the organisation and know the purpose, objects and values of the organisation?		
	2. Can you give us an example of your experience of working in a team, and what role you played?	Is s/he sensitive to other's opinions and does s/he listen?		
	3. What do you think being a trustee involves?	Does s/he understand the trustee role and what the tasks will be?		
	4. How will you prepare for board meetings?	Does s/he show commitment to attending meetings and being informed?		
	5. How do you see the trustees' role in relation to that of chief executive?	Is s/he aware of the boundaries between governance and executive functions?		

