

**Executive Director  
INTERVIEW QUESTIONS**

Name of Candidate: \_\_\_\_\_

Interviewed by: \_\_\_\_\_

Date Interviewed: \_\_\_\_\_

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**1. What are Family Health Teams and what do you know about South East Toronto FHT?**

**2. Why are you interested in the role of Interim Executive Director?**

**3. What has been your experience working as a member of a team? Based on these experiences, what do you think are the key elements of successful teamwork? What are the challenges to effective teamwork?**



- 7. Give us a better understanding of your experience in:**
  - a. Governance and working with not for profit Boards of Directors**
  
  - b. Financial Management, especially for not for profit organizations**
  
  - c. Human Resources**
  
  - d. Development of Interprofessional Programs and Services**
  
  - e. Community and other stakeholder partnerships**
  
- 8. All organizations have a unique culture. What strategies have you used in the past as a newcomer to an organization to work through building trust, developing relationships and to work effectively within a team?**

**9. How would you describe your past or current working relationships with physicians and other health care providers?**

**10. Can you give an example of how you worked to resolve a dispute with another provider regarding the care of a patient?**

**11. Can you describe your experiences liaising with the Ministry and/or other external funding and/or regulatory organizations?**

**12. What are some of the challenges and/or issues facing primary care today? Facing FHTs?  
Where do you see primary care going in the next 5 years?**

**13. Can you describe a quality improvement project that you have initiated, developed and led?**

**a. What were the challenges?**

**b. What did you learn from the experience?**

**14. Describe community relationships or partnerships you have been involved in.**

**15. What is the SETFHT vision? How would you work with the team to make the vision a reality?**

**16. What three personal qualities do you think are required to work in this type of role?**

**17. What would you say are your strengths and areas for growth?**

**18. Anything else we should know?**

**19. Any questions for us?**