



SUPPLEMENTAL QUESTIONS

Chief Executive Officer (CEO) Recruitment

This supplemental questionnaire is part of Shangri-La's employment application package and is intended to provide more detailed information about a candidate's qualifications and work experience. It, and the other application materials, will be the basis for a competitive evaluation of each candidate's qualifications. Only the highest rated applicants will receive further consideration.

Answers to the supplemental questionnaire must be submitted in order for applications to be considered for review. A resume will not be accepted in lieu of this form and candidates who choose not to submit answers to these supplemental questions will be eliminated from the hiring process.

Responses to each of the following questions must be limited to no more than two pages in length, typed and where applicable, employer(s) held and dates should be specified. In addition to one's work experience and qualifications, the responses to the supplemental questions are used to evaluate an applicant's writing skills. Clarity and conciseness and completeness of answers will be factors considered in this selection process.

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1. Describe your experience leading a team of professionals/experts who collectively bring a wealth of knowledge and experience to the organization.
 2. Describe your experience building successful professional relationships with business customers and community partners. Please give specific examples.
 3. Describe how your training, education and experience meet the qualifications for this position. Be specific as to positions held, areas and scope of responsibilities, size of organization and other relevant factors that demonstrate your qualifications for this position. Include in your response your experience in:
 - a. Organizational planning, strategic planning and management, particularly of a geographically diverse structure.
 - b. Leadership, staff development and collaborative teambuilding.
 - c. Budget development and fiscal administration.
 4. Describe the most challenging issue regarding organizational development, structure, budget, or personnel that you have dealt with in the past five years. Please include the level of your involvement, strategies used and the outcome. Explain why it was the most challenging and what was learned from the experience.
 5. Describe in your own words how you have incorporated these Shangri-La values when leading or supporting others:
 - a. Trust
 - b. Personal focus
 - c. Choice
 - d. Continual growth
 - e. Effective communication