

# Interview Questions for a Development Professional

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## Candidate's History and Experience

1. What do you enjoy about fundraising?
2. Tell us about a gift you asked for that was particularly meaningful to you. The size of the gift is not important. Why is this important to you?
3. Tell us about a gift that you didn't get or had to turn down. Why did it work out that way, and what did you learn from it?
4. You no doubt donate to causes you care about. Tell us about a cause you are particularly passionate about supporting and why. In contrast, have you ever stopped giving to an organization you care about? Why?

## Management and leadership philosophy

1. How would you describe the ideal relationship between the lead fundraiser and the Executive Director or CEO of an organization?
2. How do you balance the need for managing the fundraising program and team and the need to be in the community, networking, cultivating and asking?
3. What have you learned from previous supervisors or managers that informs how you lead and manage a team?
4. Describe a mentoring relationship in your career that has been particularly rewarding, whether you were the mentor or the mentored. Why was it a good relationship?
5. Tell us about a mistake you made that impacted your organization's relationship with a donor or other important constituent. How did you recover from it or address the situation? In retrospect, is there anything you would have done differently?
6. What would your colleagues or former colleagues say about working with you?

## Organization specific

1. Walk us through your first 90 days. How would you go about learning more about the organization? What tools and resources would you require to be effective? What would you expect to accomplish?
2. How would you go about growing and diversifying the funding mix for this organization? How would your past experiences on a project or job translate?
3. In one minute or less, why should people support this organization?

## Philanthropic philosophy

1. In your opinion, what are the three most important characteristics of an effective fundraiser?
2. Are there donations that you would not accept? What would cause you to turn down a gift?
3. What are YOU looking for in your next position?

Several of these questions are from <https://blog.joangarry.com/interview-questions-for-development-directors/> and <https://www.ostaragroup.com/blog/blog/post/5-questions-to-ask-your-next-development-director>

