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Readers.**

## **WITS Chief Program and Strategy Officer Interview Process FAQs**

### **What happens after I submit my resume?**

After submission, the Hiring Team will review each resume and reach out to potential candidates. Selected candidates will begin to hear back following the role close date.

### **What is the interview process?**

Selected candidates will be expected to come to the WITS office for an in-person interview with the Hiring Team. This will be a structured interview and all candidates will be asked the same questions.

- Chief Executive Officer
- Chief Program Officer
- Student Programs Director
- Community Manager

Candidates that are selected to move on to the second round will come into the office for a second interview:

- Chief Executive Officer
- Chief Development Officer
- Board of Directors member

Given the level and responsibilities of this position, there is potential for a third round of interviews.

The expected timeline is:

- Application window open January 17 – February 7
- First round of interviews will take place between February 7 – February 16
- Second round interviews will take place between February 20 – February 27
- Positions will be offered to candidate by March 8.
- Ideal start date: March 20

### **Will I need references?**

Yes, candidates are asked to provide three references when they apply. References will be contacted after the second round of interviews.

### **What should I wear?**

WITS is a casual office that regularly interacts in corporate offices and schools. Please wear what you feel most comfortable in to be your best self during the interview.