

1. What are the top hiring mistakes you see nonprofits make?
2. What advice do you give someone striving for a job title above their current or previous one?
3. Is there any difference in necessary interview skills when applying for a leadership position compared to entry-level or mid-level positions?
4. What career experiences or skills do you find are most attractive to nonprofits?
5. What three personality traits do you see in your most successful candidates?
6. What would your response be to a candidate claiming, "I want to work in fundraising, but I don't want to ask for money?"
7. What is your opinion on the usefulness of advanced degrees (beyond a Bachelor's degree)?
8. How would you address the difficulty nonprofit hiring managers face when finding, recruiting, and keeping talented employees?
9. What is your experience when a candidate with a for-profit background seeks a job in the nonprofit sector? Are there certain careers in the nonprofit sector for which candidates with for-profit experience are especially suited?
10. Tell us about a candidate you didn't expect to get a position who was eventually very successful in the role. What do you think they did right?
11. Describe some occasions when hiring organizations or candidates pleasantly surprised you.
12. What is your opinion about a nonprofit hiring an entrepreneurially minded individual? Does success or failure in a former business affect the decisions of nonprofit hiring managers?
13. Have you seen candidates from a sales background successfully transition into fundraising roles? Does their sales background offer any advantages over other candidates?
14. What is the experience of placing a candidate from a sales background into a fundraising role?
15. What skills are critical? For example, if a candidate has great social skills and emotional intelligence but isn't strong in writing appeals. How do hiring managers weigh these skills?
16. What type of candidate tends to be difficult to place?
17. What is your opinion on the high turnover rate in fundraising?
18. Can a candidate with a sales background transition successfully to a fundraising role?
19. What are the three biggest mistakes candidates make during an interview?
20. What are the three biggest mistakes nonprofits make when seeking to fill a position?
21. What are the three biggest mistakes nonprofits make when choosing a new hire?
22. What advice would you give to someone who's seeking to switch from the for-profit sector to the nonprofit sector?