

Sample Interview Questions for CSI Applicants

General Questions

Why are you interested in this job?

Tell us about your current or previous job. What did you do? What did you like most and least about it?

Imagine you became the boss of the organization you last worked at. What would be the first improvement you would make?

Tell us about a time when you had to maintain confidentiality. How did you do this?

Through your work, you find out that your cousin's wife, Fatou has been raped. Your cousin knows you know something about Fatou, and comes to you for help. He says that Fatou hasn't been feeling well, but he doesn't know what's wrong. He is very upset and asks you to tell him anything you know about Fatou so he can help her. What do you do? Why?

You find out that an Animator is accepting money from people who want to be beneficiaries of your program. What do you do? Is it a violation of confidentiality if you tell someone?

You notice that a co-worker has taken money from her grant group and used it for herself. She begs you not to tell anyone and promises to replace the money next week after she gets her paycheck. She really needs money this week because her baby is sick. What do you do?

Explain how your experience working with people or supervising people in the past would help you in your new job.

Tell us what you know about gender violence. What is it? Whose responsibility is it? What should be done with survivors of gender violence?

Questions for Supervisory/ Managerial Positions

Tell us about your strengths as a manager, and your weaknesses as a manager.

Imagine the staff you supervise are fighting with each other. What do you do?

A manager has to make a lot of decisions. Sometimes these are difficult because the answer is not clear. Other times the right choice is clear, but you know people will be

upset with you if you make that choice. Tell us about a time you had to make a difficult decision. How did you make it and why?

This job requires the ability to work independently. The Coordinator will provide some direction and support, but much of what you do will be your own responsibility. Tell us about a time you worked independently or took the initiative to do something.

How do you keep staff motivated?

For internal candidates: In your new job, you would be in a position of authority over staff who used to be your peers and may still be your friends. How will you handle this so that they don't resent you?

For external candidates: In your new job, you would be coming in to an established group as an outsider. How would you maintain good relations and keep people from resenting your authority?

Questions Specific to Grants Officer Position

As Grants Officer, part of your job would be to evaluate proposals from groups who want to be trained, or do an activity. What kinds of things make a strong proposal? What kinds of things make a weak proposal?

As Grants Officer, you would be responsible for ordering and disbursing materials. How would you approach this?

Questions Specific to the Monitoring and Evaluation Officer Position

As Monitoring and Evaluation Officer, part of your job would be to find out when staff or participants are breaking CSI rules. What kinds of problems would you look for? How would you handle them?

Questions Specific to the Training Officer Position

You are running a training on domestic violence. During the discussion, one of the trainees says that sometimes a man needs to hit his wife in order for her to learn from her mistakes. Furthermore, a woman will not respect her husband if he cannot control her. What do you say?

You are asked to provide a training for security members and a training for teenage girls. How would you adapt your training to your target audiences?

Questions Specific to Caseworker Position

What experience do you have that would help you work in a health care environment?

What are three signs of sexually transmitted disease in a woman? In a man?

What are some obstacles a GBV survivor might face in getting the help she needs?

As Caseworker, you may only get a few cases each month, but you will be expected to be at the health center every day. What other ways you can address GBV or gender issues in your job?

Tell me about a time when you took the initiative to change something you thought wasn't right.

This job sometimes requires being able to mediate between two or more people. For example, you may have to explain the survivor's needs to the doctor, and the doctor's requests to the survivor. Can you tell me about a time you mediated successfully between people or groups?

A woman comes to you complaining of soreness in her genitals. She seems very nervous and says she doesn't know where it came from. You also notice bruises on her arms. What do you do?