

The attached document was submitted to the **Washoe County Board of Commissioners** during the meeting held on November 28, 2017.  
by Human Resources  
for Agenda Item No. 21  
and included here pursuant to NRS 241.020(8).

# Washoe County Alternate Public Defender

## Interview Question Choices

*Each Commissioner may select **one** interview question to ask of each of the three candidates. Questions are separated by the three dimensions candidates are being rated on (please be sure at least one question is selected for each dimension).*

*Candidates will have three minutes to respond to each question, so the entire interview should take approximately 15 minutes. Responses to the interview questions can then be documented on the scoring sheet to help determine the top candidate.*

### Leadership

1. What are the challenges facing Indigent Defense in Nevada? Any thoughts of issues specific to Washoe County?
2. Describe three components of your philosophy of management that demonstrate what you value and add, as an individual, to an organization's culture and work environment.
3. A Deputy District Attorney approaches you with a complaint about one of your employees. You are told your employee was very discourteous to a state witness, and the witness is upset with how he or she was treated. The Deputy District Attorney does not want you to take any action, but did think it was important to bring to your attention. Describe what actions, if any, you would take. Explain your reasoning for this decision.
4. This job requires you carry a full caseload and manage the office. How would you ensure you are maintaining efficacy in both areas?

### Integrity

5. If you are selected for this position, how will you establish credibility and build and maintain trust with the community, your team, senior leadership and other stakeholders upon arrival?
6. Tell us about a very challenging situation or case from your career – perhaps something that had a high degree of visibility and controversy. How did you handle it and what did you learn from the experience?

### Teamwork/Collaboration

7. Whom would you identify as the stakeholders in Washoe County's criminal justice system, and how would you work to develop a collaborative relationship with those stakeholders?
8. Describe the most effective techniques you've used to encourage full participation from every member of a team you were on.
9. Give an example of a time you were working on an important project or assignment, and needed help from outside your immediate team. How did you foster cooperation to achieve your goal?

- BCC 11-28-17 #21 -  
Human Resources

# 2017 ALTERNATE PUBLIC DEFENDER

November 28, 2017

Candidates	Board of County Commissioners				
	Lucey	Berkbigler	Hartung	Herman	Jung
Molezzo, Richard					
Nickel, Eric					
Picker, Marc					
Slocum, Jay					