

“TOP 10”

INTERVIEW QUESTIONS

CHIEF FINANCIAL OFFICER

Take about 20 minutes and walk us through your resume. Start from the beginning and walk us through each company, why you were hired, your responsibilities and accomplishments. After each company tells us why you left.

1. The journey to becoming a CFO of a Direct Sales Company is normally a long one. Walk us through your resume, tell us about the companies you've worked for, your accomplishments, why you left each company and what is attracting you to our company.
2. Are you a CPA?
3. What strategic planning experience do you have?
4. Describe the process you have used to help a company create a strategic plan.
5. Who is normally involved in creating the annual operating budget? Who is involved?
6. What monthly closing process have you seen work best for a fast closing?
7. What are the Top 5 issues that are facing Direct Selling companies today from a financial perspective?
8. What has been the largest team you have overseen and guided?
9. What are the Top 5 KPI's that you have used to help manage the business?
10. What financial software packages are you familiar with?

For additional questions go to: www.DirectSalesExperts.com



ABOUT DIRECT SALES EXPERTS INC.

Direct Sales Experts is a global Executive Search Firm that specializes in “Leadership Identification”. Their focus is the Direct Sales, Network Marketing, MLM, Party Plan and Social Selling channels. At Direct Sales Experts they have spent a lifetime building relationships with the channel's strongest leaders. By utilizing a network of 50,000 executives, their focus when working for you is to identify, interview, qualify and deliver quickly high performing proven leaders to help grow your business. Many of the world's leading Direct Sales Organizations seek advice and council on Executive Recruiting, leadership development and succession planning.



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Name of Candidate: _____

Date: _____ Time: _____ Interviewer: _____

ANSWERS:

- 1 _____
- 2 _____
- 3 _____
- 4 _____
- 5 _____
- 6 _____
- 7 _____
- 8 _____
- 9 _____
- 10 _____

COMPANY PRIORITIES:

Check the Box Yes or No if the person fits in the organization and then rank 1-10 with 10 being a perfect fit.

	Fit Y/N	Ranking 1-10	Thoughts
Culture	_____	_____	_____
Leadership	_____	_____	_____
Skill Sets	_____	_____	_____
Articulation	_____	_____	_____
Team Player	_____	_____	_____
Management Style	_____	_____	_____
Attitude	_____	_____	_____
Enthusiasm	_____	_____	_____
Charisma	_____	_____	_____
Appearance	_____	_____	_____
Vision	_____	_____	_____
Mission	_____	_____	_____
Strategic Thinking	_____	_____	_____
	_____	_____	_____
	_____	_____	_____
	_____	_____	_____
TOTALS	_____	_____	_____

INTERVIEWER FINAL THOUGHTS: _____

