



# “TOP 10”

## INTERVIEW QUESTIONS

### VICE PRESIDENT OF FINANCE

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. In your previous finance roles what has been the size of your teams?
2. Where have you been on the Organizational Chart with your last 3 companies?
3. What has been the largest budget that you have managed?
4. What accounting and finance software are you familiar with? Do you have a preference?
5. Are you a CPA?
6. What trends are you seeing that our firm needs to pay attention to?
7. What International experience do you have?
8. What are your primary strategies for managing cash flow?
9. Have you built a finance team from scratch?
10. Have you written any policy and procedures manuals for the finance team?

*For additional questions go to:* [www.DirectSalesExperts.com](http://www.DirectSalesExperts.com)



**CRAIG A. FLEMING**  
FOUNDER AND CEO

### 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: \_\_\_\_\_

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