

“TOP 50”

INTERVIEW QUESTIONS

VICE PRESIDENT OF FINANCE

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



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.



DirectSalesExperts.Com | 407.489.3351 | Craig@DirectSalesExperts.com

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 | _____ | _____ | _____ |
| | _____ | _____ | _____ |
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| TOTALS | _____ | _____ | _____ |

INTERVIEWER FINAL THOUGHTS: _____

TOP

INTERVIEW QUESTIONS

VICE PRESIDENT OF FINANCE

11. What 3 words would you use to describe yourself?

12. What has been your experience in developing a long-term financial plan?

13. What would your first 30, 60 and 90 days look like?

14. What would you hope to accomplish in those time frames?

15. Why are you interested in this position?

16. What were 3 of your biggest challenges in your last company?

17. Who reported to you in your last several roles?

18. What are your biggest strengths?

19. What weaknesses are you currently working on?

20. How would you describe your selection process for people joining your team?

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FOUNDER AND CEO

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- 11 _____
- 12 _____
- 13 _____
- 14 _____
- 15 _____
- 16 _____
- 17 _____
- 18 _____
- 19 _____
- 20 _____

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21. In assessing financial risk, what do you look for?

22. How many people have you personally hired in the last 3years?

23. How would your current boss describe you?

24. What has been your biggest accomplishment from a finance perspective?

25. What risks are inherent within a direct sales organization?

26. What has been your experience working with external auditors?

27. Have you had any public company experience?

28. How have you helped companies to increase cash flow?

29. Have you had the experience of financial forecasting out 3-5 years?

30. What motivates you?

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- 21 _____
- 22 _____
- 23 _____
- 24 _____
- 25 _____
- 26 _____
- 27 _____
- 28 _____
- 29 _____
- 30 _____

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31. How have you motivated your team?

32. What has caused you to start interviewing?

33. What has been the culture at you last 3 positions?

34. What did you like?

35. What didn't you like?

36. What type of compliance issues have you had to deal with?

37. Have you had the opportunity to present to a board of directors?

38. Have you ever prepared a pitch deck?

39. Have you helped raise any capital?

40. What makes you right for this position?

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- 31 _____
- 32 _____
- 33 _____
- 34 _____
- 35 _____
- 36 _____
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- 38 _____
- 39 _____
- 40 _____

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41. Are you open to relocation?

42. Why did you leave your last 2 positions?

43. How have you helped to increase revenues at your last 2 companies?

44. How would you describe your daily routine at your current company?

45. What KPI's do you use to monitor your progress?

46. How soon would you be available to start?

47. How have you handled a mid-year budget cut?

48. What else would you like to tell us?

49. What questions do you have for us?

50. Any closing remarks?

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- 41 _____
- 42 _____
- 43 _____
- 44 _____
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- 46 _____
- 47 _____
- 48 _____
- 49 _____
- 50 _____

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