



SUPPLEMENTAL
APPLICATION QUESTIONS
HR DIRECTOR POSITION

APPLICANT'S NAME:

Please answer the following questions in a separate, “double-spaced,” typed document. Please limit the combined response for all five questions to not more than five pages total. Attach your response to this page and submit it with your complete application packet.

1. Describe your “customer service” philosophy. How do you integrate this philosophy into the role of Human Resources Director?

2. Describe, in “layman’s terms,” your experience in managing an HR/Risk Management program. Please include what your role has been with respect to: employee/labor relations, benefits administration, leave laws, labor law, collective bargaining, policy development, performance management, risk management, and worker’s compensation.

3. Describe your public sector work experience, Oregon-specific HR experience, and experience with/in a union environment.

4. As HR Director, what changes would you make to the City’s HR webpage (www.centralpointoregon.gov/hr) to get the most benefit from it?

5. What aspects of the human resources field do you like best and least, and why?