

## Non Profit Financial Controller Interview Questions

1. Share an experience you had in dealing with a difficult person and how you handled the situation.
2. How do you ensure accuracy, completeness, and conformance to standards in accounting records?
3. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
4. Tell me how you organize, plan, and prioritize your work.
5. Share an experience when you applied new technology or information in your job. How did it help your company?
6. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
7. Would you consider analyzing data or information a strength? How so?
8. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?
9. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
10. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
11. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
12. Provide an example when your ethics were tested.
13. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

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14. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

15. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

16. Please share an experience in which you presented to a group. What was the situation and how did it go?

17. How do you ensure compliance with tax requirements (e.g. payment) when computing taxes owed and preparing tax returns?

18. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

19. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

20. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

21. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

22. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

23. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

24. Provide a time when you dealt calmly and effectively with a high-stress situation.

25. Provide an example of when you were persistent in the face of obstacles.

26. Name a time when your patience was tested. How did you keep your emotions in check?

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27. Share an experience in which you successfully advised a client on a difficult matter.
28. What is the state of the records you maintain? What is one thing you would like to improve upon?
29. Describe an effective table of accounts you created.
30. Describe a recordkeeping system which you developed or modified. How did you use current computer technology in the new system?