

## Humane Officer Interview Questions

1. Describe an example where you had to Investigate reports of animal attacks or animal cruelty, interviewing witnesses, collecting evidence, and writing reports. Was it personally difficult?
2. Walk me through how you capture and remove stray, uncontrolled, or abused animals from undesirable conditions, using nets, nooses, or tranquilizer darts as necessary.
3. Tell me about how difficult it is to examine animals for injuries or malnutrition, and arrange for any necessary medical treatment. Does it bother you?
4. Explain ways to remove captured animals from animal-control service vehicles and place animals in shelter cages or other enclosures.
5. Share an experience where you had to euthanize rabid, unclaimed, or severely injured animals. Does it happen often?
6. Share an experience you had in dealing with a difficult person and how you handled the situation.
7. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
8. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
9. Describe an example where you were able to organize the adoption of unclaimed animals.
10. Tell me how you organize, plan, and prioritize your work.
11. Provide an example when your ethics were tested.
12. Tell me about contacting animal owners to inform them that their pets are at animal holding facilities. What are their reactions?
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. What is your experience in examining animal licenses, and inspect establishments housing animals for compliance with laws? Give an example.

16. Share an experience when you applied new technology or information in your job. How did it help your company?

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

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

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

20. 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.)

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

22. Give me an example of when you thought outside of the box. How did it help your employer?

23. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

24. Walk me through how you train police officers in dog handling and training techniques for tracking, crowd control, and narcotics and bomb detection.

25. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

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26. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.

27. Have you ever had to prepare for prosecutions related to animal treatment, and give evidence in court? If so, share an example.

28. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

29. How good are your skills at writing reports of activities, and maintain files of impoundments and dispositions of animals?

30. Share an experience where you had to educate the public about animal welfare, and animal control laws and regulations.