

Uplands Division Director Interview Questions

1. What is the key to success when communicating with the public.
2. Tell me about a recent experience you've had working with your hands.
3. Describe an experience when you regulated grazing, and helped ranchers plan and organized grazing systems in order to manage, improve and protect rangelands and maximize their use.
4. What factors do you consider when studying rangeland management practices and researching range problems to provide sustained production of forage, livestock, and wildlife?
5. What is the most challenging part of measuring and assessing vegetation resources for biological assessment companies, environmental impact statements, and rangeland monitoring programs.
6. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
7. Share an experience you had in dealing with a difficult person and how you handled the situation.
8. Tell me how you organize, plan, and prioritize your work.
9. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
10. Give me an example of when you thought outside of the box. How did it help your employer?
11. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
12. Would you consider analyzing data or information a strength? How so?
13. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
14. Please share an experience in which you presented to a group. What was the situation and how did it go?

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15. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
16. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.
17. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.
18. 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.)
19. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
20. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
21. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
22. What kind of experience do you have maintaining soil stability and vegetation for non-grazing uses, such as wildlife habitats and outdoor recreation?
23. Walk me through how you would mediate agreements among rangeland users and preservationists as to appropriate land use and management.
24. 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.)
25. Share an example when you developed technical standards and specifications used to manage, protect and improve the natural resources of range lands and related grazing lands.

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26. Share an example when you effectively planned and directed construction and maintenance of range improvements such as fencing, corrals, stock-watering reservoirs and soil-erosion control structures.

27. Name a time when you offered advice to rangeland users on water management, forage production methods, and control of brush.

28. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

29. Describe methods you have found helpful to study grazing patterns to determine number and kind of livestock that can be most profitably grazed and to determine the best grazing seasons.

30. Name a time when your creativity or alternative thinking solved a problem in your workplace.