

## **Veteran Advocate – Interview Questions**

1. Why are you interested in serving as the Veteran Advocate and why are you passionate about veterans' welfare?
2. The Veteran Advocate will stand up and lead a new independent state agency. They will need to develop a new organizational structure and hire staff to carry out the priorities of the Office of The Veteran Advocate. What is your leadership style and what organizational leadership experience do you have? Also, what experience do you have building a business operation?
3. We are seeking a candidate who has experience leading initiatives supporting veterans' welfare. Are you familiar with veterans' services in the Commonwealth? What military experience do you have and what is your experience accessing services whether for yourself, for your loved ones, or for members of your community?
4. The Veteran Advocate will be expected to develop and sustain relationships with organizations that serve veterans and active military service, as well as with state and federal agencies. What relationships do you currently have with organizations and government agencies that serve veterans or active military service members?
5. Given that the Office of the Veteran Advocate will be a new state agency, where do you see the office going within the short-term and long-term?

## **Interview and Appointment Process to share with Candidates:**

1. You may be invited to a second-round interview with the entire 11-member nominating committee. These interviews will be conducted in open session via Zoom.
2. The Committee will deliberate and nominate 3 candidates to the Governor, Attorney General, and State Auditor who may then conduct additional screening and interviews.
3. The Veteran Advocate will be appointed by majority vote of the Governor Attorney General, and the State Auditor.