

Name of candidate:

Date of interview:

Interview panel member:

#	Criteria	Question	Answers and remarks
1.	Motivation	Introduce yourself in 3 minutes	
2.		What motivates you to join ENFANCE? What do you know about ENFANCE ? What are the main activities, programs and values?	
3.		What are your carrier plans? Where do you see yourself in 5 years?	
4.		How would you define social psycho-social counseling?	
5.	Knowledge about poverty	How to explain that poverty is so high in Manila while economic growth is very good ?	
6.		What are the main government program to address poverty issue in Manila ?	
7.		Do poor families have access to these programs ? If not, why ?	
8.		Have you ever worked daily in a slum area ? What do yo think are the main difficulties about it ? How to	

		you plan to address these difficulties ?	
9.		Role play with Edlyn : you are following a family with a malnourished child, you provided clear information about a free feeding program offered by a NGO nearby but when you come back, nothing has changed and the condition of the child is worse. (or any other story)	
10.		What would you do if a pregnant woman tell you she wants to abort ? If there are addiction issue (shabu, alcohol, ...) ? If there are domestic violence but the mother do not want to file a complaint	
11.	Implementing / Extending Program	Have you ever implemented a project on your own ? What are the main steps in implementing a new project ?	
	Monitoring / Reporting		
12.		Could you tell us one of your major success and one of your failure you learned from during the implementation of a project ?	
13.		What do we call the impact of a project ? How do we measure it for activities such	

		as psycho-counseling, savings, Pulong, ?	
14.	Team Management	Have you ever managed a team ? What were the main challenges ?	
15.		Edlyn to present two types of real-life issue : one with family counsellor, one with supervisor	
16.		If you observe that a family counsellor is below his caseload of families and target number of visits per month, what will you do ?	
17.	Position's characteristics	In your day-to-day activities, what do you think will be the main differences with your previous jobs?	
18.		When will you be available to start?	
19.		What are your salary expectations?	
20.		Full time vs consultancy Resignations	

Recommendations

- To hire
- Not to hire
- To call for a second interview