

## Hiring for Mission\*

### Rationale

Sustaining the identity and enhancing the Mission of the institution is a legitimate and critical concern. This Hiring for Mission Conversation provides an opportunity for search committees and administrators to address this important issue during the hiring process.

### Purpose

To encourage search committees and administrators to focus on the Mission as they interview applicants for open or new positions.

To promote the hiring of candidates who are capable of and interested in contributing to the realization of the Mission.

To assess the "fit" between the strengths of the individual and the needs of the institution.

### Process

Before the initial interview, the administrator sends a copy of the Mission Statement to the applicant, indicating that a conversation on Mission will be included in the interview phase of the hiring process.

\*This process was developed by Eileen O'Dea, SSND, and adapted by Judith Schaum, SSND

## Questions to Initiate a Conversation on Mission

What aspects of the Mission of..... appeal to you? Why?

(May help identify the extent to which personal values are consistent with those of the institution.)

How does the Mission relate to the position for which you are interviewing?

(May help assess how consistent personal perspectives and anticipated performance are with the Mission.)

Share any concerns you may have about your commitment to the Mission.

(Applicant may ask clarifying questions and/or identify areas of concern.)

How do you see yourself contributing to the realization of the Mission?

(May help determine the extent to which the applicant desires to work in this environment, beyond position and salary.)