

**Pre-Interview Questionnaire:**

Each candidate to fill out answers to the following questions – 250 words max answers. Answers should not contain any identifying remarks (e.g. When I was director of the Empire in Liverpool in 2008 etc....) but should concentrate on how they would approach the questions theoretically.

All questionnaires to be sent to Phill Hogben to be anonymised, and then forwarded to all interviewers for review.

Q1 We are a relatively small organisation, operating at arm's length from Government but very much in the public eye. We are solely responsible for becoming the creative hub for the islands on which our community depends. What challenges and tensions would you see these circumstances presenting? What would be your approach as the interim director in ensuring that the company was addressing them?

Q2 Based on your understanding of our organisation, what do you think are the biggest challenges and opportunities that we face? What role do you see the interim director in having in facing or making the most of those?

Q3 The Jersey Opera House will not be based in our home until the reopening of the theatre – how do you perceive this to influence the programming and operations in the meantime?

Q4 An off-site program needs to be fully funded – what would be your approach to ensure this was the case. How would you go about planning to bridge any gaps?

Q5 As our interim director you will work as a collaborative member of a team that places high value on authenticity, open communication, and creating a culture in which colleagues can challenge one another and engage in constructive discussions and debate. How would you go about creating relationships with your colleagues that foster these values?