

Hearing Examiner Interview Questions
November 9, 2012

Candidate: _____

Evaluator: _____

1. Please take a few minutes to briefly describe why you are interested in serving as the Hearing Examiner for Snohomish County, and how your background, education and experience have prepared you for the position.
2. What is the role of the hearing examiner? Do you see it as decision-maker, problem-solver, mediator or something else?
3. What is your experience dealing with land use laws and regulations in Washington State, and in particular, Snohomish County?
4. What is your experience conducting hearings and preparing written decisions?
5. How would you balance strict adherence to the law with finding an acceptable solution to an issue before you?
6. How will you handle pro se litigants when they are opposed by an attorney?

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7. How will you handle disruptive personalities in a hearing?

8. What do you see as the biggest challenges if you are selected for the position, and what steps would you take to meet those challenges?

9. Please describe your experience supervising staff. What is the most difficult situation you have been required to resolve as a supervisor?

10. The Hearing Examiner has been asked to work with the Board of Equalization and Boundary Review Board to consolidate their operations. Would you be willing to supervise those two other departments, hold tax appeal hearings where needed and supervise an expanded staff? Do you have any concerns about such a proposed consolidation?

11. Is there anything in your professional background or your community involvement that could lead to a conflict of interest or an appearance of fairness issue with the cases that might come before you?

12. Do you have any questions for the panel?