

## Sample Interview Questions

Once you have whittled down the list of candidates to the top 2 – 5, based on resumes, references and background checks, you will want to conduct face to face interviews. This is your opportunity to delve into the candidates skills and get a sense of who they are and what they can bring to the market operation. Here are sample questions you can use in conducting interviews.

The market manager's role is to manage the market with a diversified group of farmers. Sometimes this results in some conflict as each farmer strives to build their own success at the market. How would you handle a scenario where 2 farmers in the market cannot get along and are constantly arguing? This situation can, ultimately, spill over into the public view and impact customer participation in the market?

1. What, if any, background do you have in agriculture? What do you think is the importance of agriculture/direct marketing of farm products to the end consumer?
2. Have you ever been a manager or a part of a management or organizational team? What types of experiences did you have that would help you in a role as Farmers Market Manager.
3. What work have you done that would exemplify your leadership skills? Be specific.
4. A successful market requires relationships within the community, for example with governmental agencies, local non-profits, etc. Can you provide an example of any experience you have with building relationships with anyone or agency that has helped you be more successful?
5. Managing a farmers market is similar to operating a weekly community event. What experiences do you have in organizing and operating events?
6. The market manager's role is to manage the market with a diversified group of farmers. Sometimes this results in some conflict as each farmer strives to build their own success at the market. How would you handle a scenario where 2 farmers in the market cannot get along and are constantly arguing? This situation can, ultimately, spill over into the public view and impact customer participation in the market?
7. What experiences do you have with working with the general public? Can you give any examples of your work with the public where you have been able to make them feel welcome to a public space, encouraged their participation in whatever you were involved with, or were able to resolve an issue they were having, whether with another customer, a vendor or participant in an event or with management.
8. Tell me what you would bring to the Farmers Market to make the market more successful for farmers, more vibrant for our customers or raise our standing within the community?