

Interviewing Guide for Youth Pastor

Panel A

Interview Logistics

The panel interview is scheduled for 60 minutes. Please honor the time allotted and manage the conversation accordingly. A candidate's ability to succinctly and clearly respond to questions is a key indicator of potential success in a role such as this where communication skills are critical.

We will use the "behavioral interview" methodology which simply means the questions should focus on obtaining tangible evidence of a skill, particular knowledge, experience or personal attribute based on the candidate's actual background. The premise of this type of interviewing is that the past is often the best predictor of future performance. Behavioral interviewing questions typically start out like: "Tell us about a time when you..." "How would you describe your practical experience in the area of..." or "What previous circumstances come to mind that exhibited your ability to..."

We will be looking for responses in three basic things:

- 1) *What was the specific scenario?*
- 2) *What specifically did the individual do in this scenario?*
- 3) *What were the results?*

If you don't get the answers in the initial response, circle back. Panelist should feel free to ask follow-up questions based on the candidate's response to a question.

Please try to keep all questions open-ended (can't be answered with a yes/no.) The candidate should be doing about 70% of the total talking in the interview.

Fill in any information you believe the candidate needs to be aware of regarding the church, the congregation, our vision, this season in the life of our church, etc.

Behavioral Interview Questions

Behavioral interview questions for the Youth Pastor position will focus on the following key areas (based on key areas of responsibility for the position.)

- **Skills**
- **Knowledge**
- **Experience**
- **Attributes/Abilities**

Interview Agenda – Panel A Youth Pastor at First Baptist Decatur

Scribe: _____

Panel Member Responsible	Description
	Open with prayer
	Introductions (name, describe their membership at FBCD) [5 mins]
	Objective of the interview: [2 mins] <ul style="list-style-type: none"> • honor God with this process • get to know the candidate better on a personal and professional level and his/her relevant work experience • for the candidate to gain a deeper understanding of this ministerial opportunity and to answer any questions that he/she may have
	Interview questions to candidate [40 mins] <ol style="list-style-type: none"> 1) <i>What previous circumstances come to mind that illustrate your ability to engage parents or guardians as vital partners? What was challenging about this and how did you handle these challenges?</i> 2) <i>What is required to develop a missional imagination in youth?</i> 3) <i>Describe how you would address a sensitive problem involving youth and the parents of youth by giving an example of a situation you encountered.</i> 4) <i>Describe the diversity of some of the youth groups with which you have worked (race, theology, sexual orientation, etc.)</i> 5) <i>What publications or books in the area of faith and religion have recently made an impression on you?</i> 6) <i>Describe what a Sunday morning might look like in youth Sunday School? What multi-media components would be used to create a learning experience that makes the Bible relevant?</i>
	Questions from candidate to panel members [10 mins]
	Next steps in process: [3 mins] <ul style="list-style-type: none"> • other panel will be interviewing this candidate (if not already) • will be interviewing other candidates, • interview team will be discussing all candidates • top candidates will be selected for interviews with Julie P-R
	Closing prayer

De-briefing by Interview Panels (responses to be recorded by scribe):

- Each panel member answers:
 - What is the candidate's biggest asset?
 - What is the candidate's biggest liability?
- Each panel member indicates "Thumbs Up" or "Thumbs Down" to signify if they consider this person to be a viable candidate for the Youth Pastor position.