Director of Nursing

Candidate Evaluation Form

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Candidate Name		**Interviewer**	
Position Title		**Interview Date**	
Desired Salary		**Interview Start Time**	
Available Start Date		**Interview End Time**	

Rating Scale Responses	Interviewer Recommendation
1. No answer 2. Does not meet expectations 3. Meets expectations 4. Exceeds expectations 5. Outstanding **Total Score: _____**	☐ Hire ☐ Needs additional interview ☐ Possible fit for different position ☐ Do not hire but keep on file ☐ Do not hire **Comments:**

Questions	Rating	Notes
1. Why are you seeking a director of nursing position?		
2. Could you explain the responsibilities of a director of nursing?		
3. How will you plan for and evaluate new initiatives within your facility?		

4. What considerations are most important when delegating responsibility among nursing staff?		
5. What do you look for when conducting staff performance reviews?		
6. Could you provide an example of a time you dealt with conflict among nursing staff or patients?		
7. What challenges do you expect to face as a director of nursing and how will you address them?		
Additional Questions:		