

## **4 AREAS TO PROBE WITH THE CANDIDATE:**

### **1. Their domain knowledge**

- What do they know and bring to the incubator regarding the particular kinds of companies you are targeting.
- What background does the candidate have in that marketplace?
- What relationships can they leverage for the benefit of those kinds of clients?
- What associations do they or have they belonged to which indicate an interest in that area?

### **2. Their functional expertise**

- What do they know about incubating companies?
- Have they managed an incubation program before?
- Have they coached companies?
- Have they mentored companies?
- Are they now or have they served on boards of advisors or directors of early stage companies?
- What experience do they have managing a not-for-profit organization?
- Have they reported to a board?
- What is their track record of raising support?
- What level of expertise do they have in managing an organization's finances? and
- Of executing a strategic plan and marketing plan?

### **3. Their entrepreneurial experience**

- Have they launched or served as an early member of a startup?
- How do they think they would help startups?
- What do they think this new organization could become?
- Have they raised money before?
- How would they help companies become profitable enterprises?

### **4. Personal areas**

- Why do they want this job?
- Why do they think they are suited for it?
- What networks do they bring with them?
- What commitment to the region do they exhibit?
- How do they view their role in the community if they get this job?
- What are their thoughts on compensation?