Screening and Oral Board Interviews

The interview process is designed to test the suitability of a candidate in a way that cannot be measured on a written exam. All candidates are asked the same set of structured questions; however, they are open-ended questions that allow the candidate to express his/her individual view more thoroughly than a multiple-choice question would permit. The questions do require a great deal of thought about yourself and why you want to become an employee with the Ada County Sheriff's Office. Knowing what to expect in an interview may help you overcome some of your nervousness. Remember that a little nervousness is to be expected. The key is to control it.

DO:

- Dress appropriately (i.e., shoes polished, clothes clean, hair and nails clean). Do not wear something that is too tight, revealing, or uncomfortable.
- Introduce yourself confidently with a firm handshake.
- Answer the questions honestly and thoroughly, but also to the point.
- Show appreciation for the interview. Thank the interviewers for their time after the interview.

DO NOT:

- Do not arrive late.
- Do not dress casually (or you will be sent home!).
- Do not wear sunglasses or a hat during your interview.
- Do not chew gum.
- Do not slouch, swivel or rock in the chair.
- Do not swear or use inappropriate language.
- Do not ramble or get off track.

SCREENING INTERVIEW

This interview, which typically lasts 45-60 minutes, covers our hiring standards (criminal activity, drug use, etc.) and work history details (reasons for leaving, gaps in employment, discipline, etc.). Answers are evaluated by a background investigator on a pass/fail basis.

ORAL BOARD INTERVIEW

This interview, which typically lasts 30-45 minutes, gives the hiring section a chance to meet the person behind the application and to better familiarize them with their expectations of the position. Answers are evaluated by a panel of two to four, with a scoring range of 0-100.

Sample Oral Board Questions

1. Why do you want to work for the Ada County Sheriff's Office over other agencies?
2. What have you done to prepare for this position?

3. Why have you chosen a career in law enforcement?
4. Why should we hire you over other candidates?

Additionally, you may be asked scenario-type questions that are designed to measure your reactions to certain situations. Generally, these questions have no clear cut, right or wrong answers. Instead, the raters will be looking at your decision making ability and your justifications for your actions. The key to being successful in these questions is to be yourself. Answer the questions the way you would actually handle the situations. The raters **DO NOT** expect you to have any prior law enforcement experience to answer these questions; they **DO** expect you to approach them logically by applying common sense and interpersonal skills.