**Tribal Opioid Response (TOR)**

**Project Director Interview Questions**

Applicant Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Interviewer Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Interview Date: \_\_\_\_\_\_\_\_\_\_\_

The interviewer can ask the applicant to describe and rate their experience with each of the TOR-relevant work areas according to the scale below:

1 = Solid experience (3 or more years)

2 = Some experience (e.g., 1-2 years)

3 = No experience

| **Experience** | **1** | **2** | **3** | **Examples/Notes** |
| --- | --- | --- | --- | --- |
| **Effective substance use disorder (including opioid use disorder) prevention, treatment, and recovery support experience and co-occurring mental health disorder experience** | | | | |
| Experience managing or delivering prevention, treatment, and/or recovery support to AI/AN persons with substance use disorders (SUDs) |  |  |  |  |
| Experience working with AI/AN persons in opioid prevention activities (e.g., elder education, outreach and engagement of youth, strategic messaging, and community prevention activities, purchasing and disseminate naloxone and provide training on its use to first responders and other tribal members, etc.) |  |  |  |  |
| Experience providing treatment to AI/AN persons with opioid use disorders (OUD) |  |  |  |  |
| Experience providing recovery support to AI/AN persons with opioid use disorders (OUD) (e.g., peer supports, recovery coaches, recovery housing, transportation, and more) |  |  |  |  |
| Experience specifically working with medication-assisted treatment (MAT) (e.g., methadone, buprenorphine products, naltrexone products) |  |  |  |  |
| Experience providing other culturally relevant/traditional services that address opioid use by AI/AN populations |  |  |  |  |
| Experience working in mental health promotion or treatment of mental health disorders (including trauma) with AI/AN persons |  |  |  |  |
| Experience with the AI/AN Cultural Wisdom Declaration (CWD) which elevates the importance of tribal identities, culture, spiritual beliefs, and practices for improving well-being |  |  |  |  |
| Experience with innovative telehealth strategies in rural and underserved areas to increase the capacity of communities to support OUD prevention, treatment, and recovery |  |  |  |  |
| Experience with fidelity monitoring (e.g., monitoring execution of an effective practice to assure implementation as designed, correcting wayward implementation, and making mid-project adjustments when needed) |  |  |  |  |
| **Collaborative Practice** | | | | |
| Experience working collaboratively with a federal or other grant funding project officer to implement a grant-funded project in accordance with grant requirements |  |  |  |  |
| Experience developing and working with referral sources, community leaders and others to ensure maximum referrals of persons in need |  |  |  |  |
| Experience promoting project or program services to persons in need (population of focus) and other stakeholders through outreach, public speaking opportunities, promotional marketing, and/or through other creative community involvement |  |  |  |  |
| Ability to effectively present information and respond to questions from tribal, federal, state or other officials, program participants and family members, associates and the general public |  |  |  |  |
| **Project or program performance management** | | | | |
| Experience using current epidemiological data to inform a strategic planning process (or use an existing strategic plan) to inform strategies to address gaps in prevention, treatment, and recovery |  |  |  |  |
| Experience using administrative and organizational skills to implement project “start-up” activities in an accurate and timely manner |  |  |  |  |
| Experience managing project or program enrollment activities to ensure population of focus access and that enrollment aligns with target projections |  |  |  |  |
| Effective written communication skills developing timely reports that document project progress, challenges, and technical assistance needs |  |  |  |  |
| Ability to use a computer for word processing and basic data collection is necessary |  |  |  |  |
| Direct or indirect experience collecting and reporting GPRA or comparable required data in an accurate and timely basis |  |  |  |  |
| Participation in evaluation activities, quality assurance activities, management meetings and other functions relating to the improvement of project activities and services |  |  |  |  |
| **Workforce development and supervision** | | | | |
| Experience supervising and training employees; conducting staff meetings; planning, assigning and directing work; appraising employee performance; addressing complaints and resolving problems; providing authorization/documentation of all staff requests |  |  |  |  |
| Experience implementing and/or participating in training (e.g., webinars, other online, self-study, and face-to-face,) and other workforce development strategies to assist the workforce in preventing and treating opioid misuse |  |  |  |  |
| Experience participating in personal staff development and continuing education to ensure currency with effective practice and adherence to regulatory and ethical standards |  |  |  |  |
| **Budgeting/Sustainability** | | | | |
| Experience ensuring that projects or programs are managed within the budget requirements |  |  |  |  |
| Experience implementing project or program sustainability activities (grant writing, fundraising, other resource development activities) |  |  |  |  |
| **Other (specify and rate)** | | | | |
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**Interviewer comments:**

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**This applicant is being considered as an eligible candidate for this position**

**Yes** □

**No** □

**Next steps with this applicant: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**