



The Broad Residency 2012-2014 Position Design Questionnaire

To help partners construct Broad resident positions that support organizational goals, afford residents robust leadership opportunities, and stay true to education reform efforts and stakeholder needs, you might use this job scoping framework to further develop your position.

Since partner organizations will be competing with other organizations to attract a candidate from a limited pool of Residents, it is incumbent upon you as the organization to present well-articulated positions to attract talented candidates. We suggest using this questionnaire to help in your position proposal design process. This is for your internal use, and is only intended to help make your application more successful.

Questions	Answers
Job Fit	
What are the day-to-day experiences of the job?	
What goals and deliverables are expected of the resident?	
What are the performance expectations for this position?	
What key challenges will the resident face within the next year?	
What management responsibilities should the resident expect?	
What defines success in this job? What will the resident need to do/know/actualize to achieve the reform agenda?	
What is the typical career path for leaders in this position?	
What areas of educational reform will the resident impact? Why are these priorities for the organization?	
How will the resident be used as a 'value add' to the organization beyond that of a different hire?	
Organization Fit	
What is the working environment for this position (e.g. will the individual be working in a team or alone, will the individual be supervising others)?	
What is the culture of the team or the department the resident will be joining (e.g. does it encourage and reward risk-taking)?	
What are common reasons that previous individuals have not been successful in this position or comparable positions?	