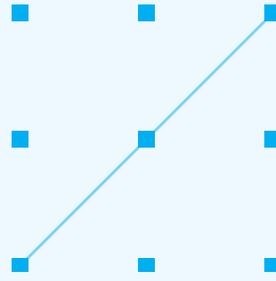


TECH BOARD CANDIDATE

# INTERVIEW GUIDE

PREPARED BY

**BOARD.DEV** | Governance  
for the Future



# Overview

This guide will help you hold a meaningful conversation with a prospective tech board member. While we emphasize technical and leadership experience, the questions also explore the candidate's motivation, mindset, and commitment to serving on a board.

You should prioritize the questions most relevant to your organization's current tech landscape, goals and needs. A good way to identify the gaps in your tech strategy and board expertise as well as your top tech priorities is to complete Board.Dev's **Tech Governance Assessment for Nonprofits**.

This guide is organized into four sections to support a well-rounded conversation:

1. **Experience and Skills**
2. **Approach**
3. **Motivation and Fit**
4. **Expectations**

# Experience and Skills

**Q1.** Can you tell us a bit about your current company and role?

- What is your internal title or level? (E.g., Director, VP, Advisor, etc.)
- How big is your company? (e.g., large enterprise, midsize company, startup, global consulting firm, etc.)

**Q2.** Tell us a bit about where you gained your technology experience (for example, startups, large enterprises, consulting firms)?

**Q3.** What would you say are your primary areas of technology expertise? (Product, IT Architecture or Operations, Information Security [Cybersecurity], Engineering & Software Development, Data & Analytics, Cloud Operations, Digital Transformation & Innovation, AI & ML, and so on)

**Q4.** How have you contributed to technology strategy and strategic planning in your current or past roles? (Optional prompt: Have you helped to create tech roadmaps? How have you helped to set priorities or build the right team to support long-term goals?)

**Q5.** Can you share an example of a time you successfully advocated for (or against) adopting a particular technology solution with senior leadership / decision-makers?

**Q6.** How strong do you feel your professional network is? Would you be comfortable leveraging it for support during your board term – for example, seeking advice on areas outside of your tech expertise, getting help identifying potential solutions and resources, or seeking introductions to potential partners and supporters?

**Q7.** In what ways have you leveraged your professional network to solve a challenge or advance an initiative in the past? Can you walk us through an example?

**Q8.** Have you helped to assess or address (at least at a high level) risks like cybersecurity, data privacy, IT infrastructure vulnerabilities and business continuity planning?

**Q9.** How do you approach working with non-technical leaders to help them understand complex tech topics?

**Q10.** How comfortable would you be leading conversations about the potential opportunities and impacts of emerging tech like AI with our board?

- Have you ever helped an organization explore the impact of emerging technologies on their mission, industry or clients/customers/communities?
- How are you currently thinking about the ethical or strategic use of AI or emerging technologies in your work?

# Approach

**Q11.** Tell us about a time when you joined an organization in an advisory role. How did you approach the first six months—and what made the engagement successful (or not)?

**Q12.** In your view, what should a nonprofit board's role be in overseeing tech strategy and risk?

**Q13.** How do you approach helping organizations implement technology solutions in resource-constrained or equity-centered environments?

# Motivation and Fit

**Q14.** Do you have any previous board or governance experience?

**Q15.** Can you tell us about any prior experience you have with the nonprofit sector? (e.g., volunteering or pro bono services? Board service? Professional services / working with nonprofit customers?)

**Q16.** What motivates you to serve on our board? Do you have any lived or professional experience with the challenges we're addressing or the communities we're supporting?

**Q17.** Do you have any preferences for working with a particular stage of organization (early-stage startups, large, long-established organizations)? Why?

# Expectations

**Q18.** Are you comfortable with the time commitment typically expected of our board members (elaborate on your general commitment expectations – e.g., 3–10 hours per quarter, including meetings, prep, and occasional strategic support for the CEO)?

**Q19.** Is there anything about our board role that you're unsure or hesitant about?

# Sample Interview Scoring Rubric

## Skills/Experience

| Criteria (e.g.)   | Strongly agree (4) | Agree (3) | Neutral (2) | Somewhat disagree (1) | Strongly Disagree (0) | Comment |
|---|--------------------|-----------|-------------|-----------------------|-----------------------|---------|
| Maintains a strong professional network and is comfortable leveraging it  |                    |           |             |                       |                       |         |
| Has prior board/governance experience   |                    |           |             |                       |                       |         |
| Has prior senior or executive leadership experience (e.g., responsible for or collaborator in strategy-setting, strategic planning, budget or P&L ownership, team management) |                    |           |             |                       |                       |         |
| Tech: Has experience scaling technology solutions for organizations   |                    |           |             |                       |                       |         |
| Tech: Has experience utilizing and scaling emerging tech (AI, data, ethics)   |                    |           |             |                       |                       |         |
| Tech: Has experience utilizing and scaling emerging tech (AI, data, ethics)   |                    |           |             |                       |                       |         |

**Score: /24**

# Sample Interview Scoring Rubric

## Approach

| Criteria (e.g.)  | Strongly agree (4) | Agree (3) | Neutral (2) | Somewhat disagree (1) | Strongly Disagree (0) | Comment |
|--|--------------------|-----------|-------------|-----------------------|-----------------------|---------|
| Has experience advising on strategic tech investments              |                    |           |             |                       |                       |         |
| Ability to navigate organizational change and resource constraints |                    |           |             |                       |                       |         |

**Score: /8**

# Sample Interview Scoring Rubric

## Motivation, Character & Fit

| Criteria (e.g.)   | Strongly agree (4) | Agree (3) | Neutral (2) | Somewhat disagree (1) | Strongly Disagree (0) | Comment |
|---|--------------------|-----------|-------------|-----------------------|-----------------------|---------|
| Demonstrates an awareness & commitment to the mission of our organization   |                    |           |             |                       |                       |         |
| Has a listen first approach   |                    |           |             |                       |                       |         |
| Has a strong ability to ask clear and concise questions   |                    |           |             |                       |                       |         |
| Clearly summarizes thoughts and ideas   |                    |           |             |                       |                       |         |
| Demonstrates connection to the community we serve (i.e., volunteerism, charitable giving, use of nonprofit services, lived or professional experiences) |                    |           |             |                       |                       |         |
| Views the position with excitement & enthusiasm   |                    |           |             |                       |                       |         |
| Can commit to quarterly board meeting preparation, attendance and participation, as well as committee participation.                                    |                    |           |             |                       |                       |         |

**Score: /28**

# Sample Interview Scoring Rubric

## Expectations

| Criteria (e.g.)  | Strongly agree (4) | Agree (3) | Neutral (2) | Somewhat disagree (1) | Strongly Disagree (0) | Comment |
|--|--------------------|-----------|-------------|-----------------------|-----------------------|---------|
| Can commit to quarterly board meeting preparation, attendance and participation, as well as committee participation. |                    |           |             |                       |                       |         |

**Score: /4**

**Total: /64**