

Alabama National Officer Candidate Selection Process Overview

*Interviews: Friday, May 10th
Auburn/Opelika*

The Alabama National Officer Candidate Selection Process will consist of the following:

1. **Document Submission of a professional resume' and cover letter**
 - a. Email resume and cover letter to collin.adcock@alsde.edu by *April 1st*
2. **Video Introduction (Submit Video by *May 1st*)-**
 - a. A maximum of five minute video should be filmed introducing yourself to the committee. This video should introduce you as a candidate and give the judges insight into your life, education, career goals, etc. Please upload this to google and share with me.
3. **Personal Round (30 minutes)**
 - a. A one-on-panel (panel consists of 3-5 individuals) format interview, candidates should capitalize on this time by making their first impression a lasting impression. The nominating committee will create a personalized question for each candidate directly from his or her letter of intent, cover letter, or resume' to assist with getting to know the candidate better. In addition, candidates can expect to answer three or four behavioral-based interview questions posed by the nominating committee and to expound on their goals, motivations and/or desire to be a national officer. Candidates should be able to share who they are and why they are here as a result of this round.
4. **One-on-One Interview (approx. 40 minutes)**
 - a. This round will consist of 10-minute interviews, each with a different member of the nominating committee. The interview is focused on two objectives. First, this is an opportunity for individual committee members to develop rapport and get to know candidates in a one-on-one setting. Second, this will provide an opportunity for evaluation of several targeted competencies through structured questions and follow-up questions. For each of the interviews, should a candidate finish early, he or she should remain seated; it is encouraged the candidate and committee member have casual conversation with each other until the adult consultant calls time. Once the adult consultants call time, the candidate should end their conversation and leave the interview room.
5. **Advocacy Stand and Deliver (45 Minutes) (Topic TBD)**
 - a. Candidates will have 20 minutes in a private preparation room to prepare for delivering a five-minute speech on either FFA or the American/agricultural education. Topics will be assigned the day of the interview.