



ROPELLA® SKILL SURVEY



POSITION **VP OF OPERATIONS**

NAME

DATE

- 1. Outline University Degree(s):
(Please provide the Name and the Location of each Institution)**
- 2. Provide an overview of your expertise, including years of experience, in Operations Management related to the industrial sector. Please highlight any safety leadership experience (e.g. PSM).**
- 3. Describe your experience helping a manufacturing organization transform by focusing on improving organizational effectiveness, improvement, and development. What are some of the roadblocks you have faced and what was the final outcome?**
- 4. Outline your experience overseeing production cost and management operations. Highlight any experience you have in fine/specialty chemical batch manufacturing.**
- 5. Describe in detail your experience with distillation and separation related to manufacturing.**
- 6. Describe your leadership style. What are the most effective methods you have found to mentor, grow, and develop those who report to you?**
- 7. What is your comfort level with travel? Do you have a maximum % level of travel or # of days/weeks away from home that you could sustain?**
- 8. Tell us about any non-compete and/or employer restrictions that you may have. Please provide these documents for our review.**
- 9. Are you a US Citizen? If no, what is your Visa status and provide the type of Visa that you are currently working under and any restrictions/issues our client will have to deal with.**
- 10. If asked one of the following questions during an interview, how would you answer? Why are you considering this opportunity? (or) What motivated you to consider a career change at this time?**

RELOCATION ACKNOWLEDGEMENT

As evidenced by my initials below, I _____ acknowledge the requirement to relocate to the CITY,STATE area for the specific opportunity with COMPANY and am willing to do so if hired. I fully understand that this acknowledgment is a requirement for the interview process and states that I have already spoken with any necessary parties (i.e. spouse, significant other, children, parents, etc.) who may directly be impacted by my final decision to relocate.

Initials: _____

REFERENCES

Please provide three to six references. The first priority is current and/or past supervisors, then employees, then peers, then customers (where appropriate).

Example: Bob Smith, currently - Business Director at ABC Corporation
412-123-4567, Email: bob.smith@abccorp.com. Was Business Director, my direct supervisor, while I was a Manager at ABC Corporation.

We will NOT contact any references until after completing the interview process and not without notifying you first.

1)

2)

3)

4)

5)

6)