**RiverCom 911**

**Hiring Process for Position of Executive Director**

February 2023

**Employment Application Question**

The application process for this position requires a personal written response to the pre-exposed question below. Your response must be included with your application packet.

We are interested in knowing more about your approach to and experience with improving organizational health and effectiveness. Please provide a written response to the question below.

**Briefly describe your understanding of RiverCom’s current efforts to improve its operational, administrative, and technological health as it moves into 2023, and what you believe it will take to be successful in these initiatives over the next two years. Please provide specific examples of any programs or initiatives you have implemented with your current, or a past agency, that improved organizational health. What were the outcomes?**