

SWCD Supervisor Recruitment Tool: Form for Individuals

This tool helps identify some desired characteristics and current gaps of current SWCD supervisors. Please fill out the form below according to instructions given by the SWCD. Your background and strengths will then be compiled into a master document with other Supervisors’ responses to help show the Board as a whole. *Tip:* this exercise could also be expanded to include staff, active associate members, etc. to give a more comprehensive view of the SWCD.

Categories to Consider	<i>Myself</i>
Geographic Location	
City	
Town	
Suburbs	
Rural	
Farm	
Financial Position	
Retired	
Salary/Hourly Wage	
Self-employed	
Length of SWCD Service	
More than 12 years	
6-12 years	
3-6 years	
Less than 3 years	
SWCD Committees	
Audit	
Budget	
Education	
Forestry	
Nominating	
Personnel	
Soil and Water	
Other: _____	
Desirable Qualities	
District Interests High Priority	
Fund Raising Abilities	
Good Judgment/Integrity	
Good Listener	
Good Public Speaker	
High Tolerance of Criticism	
Innovative	
Likable	
Networks Within Community	

Desirable Qualities (cont.)	
Professional	
Progressive	
Promotes Conservation	
Proven Performer	
Respected Community Leader	
Strong Leadership Skills	
Supportive Family & Friends	
Time for Commitment	
Trainable	
Unbiased	
Understands Nat. Res. Issues	
Area of Expertise/Skill	
Advertising	
Ag Production	
Business	
Communications	
Construction	
Development	
Education	
Federal Government Relations	
Finance	
Forestry	
Fund Raising	
Horticulture	
Land Use Planning	
Law	
Legislative Process	
Local Government Relations	
Management/Organization	
Personnel Management	
Public Relations	
Real Estate	
Sales and Service	
Soil Resource	
State Government Relations	
Urban Conservation	
Water Resource	