



KSA Questionnaire – Mīyō Pimātisiwinkamik Director

Please respond to the following questions. Attach additional pages if needed. Your responses will help us assess how your knowledge, skills, and abilities align with the vision for the Youth Center. E-mail to rbhchr@rbclinic.org upon completion.

Applications without a complete KSA questionnaire will not be considered.

Applicant Name: _____

Date: _____

1. Visioning and Community-Based Development

Describe your approach to designing youth-centered programs or facilities in Indigenous communities. How do you ensure cultural values and youth voices shape the vision?

2. Strategic and Project Planning

Share an example of a time you managed a large-scale project or initiative. How did you develop the project plan, build timelines, and coordinate with others to meet goals?

3. Partnership and Stakeholder Engagement

This role involves collaborating with tribal leadership, youth, families, and external partners. Describe a time you facilitated a successful partnership. What made it work?

4. Grant Development and Fund Management

What experience do you have in writing grants, managing awarded funds, or developing budgets? Include examples of how you ensured alignment with funder requirements and community priorities.

5. Youth Development and Cultural Competency

What does it mean to lead a project grounded in Indigenous knowledge systems and youth development practices? How have you demonstrated cultural humility in your past work?

6. Data Use and Community Needs Assessments

Describe your experience conducting or using community needs assessments, data analysis, or program evaluation. How did this work influence your planning?

7. Communication and Reporting

This position will involve presenting updates to leadership, funders, and community members. What strategies have you used to effectively communicate complex plans to diverse audiences?

8. Future Collaboration and Transition Planning

Once the permanent Center Director is hired, this role will shift into a collaborative and supportive leadership function. How do you envision managing that transition? What strengths do you bring to team-based leadership?

9. Tools and Technical Experience

Please list the project management, planning, or reporting tools you are proficient in (e.g., Smartsheet, Excel, GIS, Google Suite, Canva, etc.)