**Volunteer Interview Packet**

Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Department and Dispatch Unit \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How did you hear about us? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Explanation of:**

1. VAN and VAN functions \_\_\_
2. Volunteer functions, call notification process, common types of calls received, importance of documentation \_\_\_
3. Volunteer time commitment –\_\_\_

**Volunteer Questions:**

1. Tell me about yourself.

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1. Why do you want to volunteer with Victim’s Advocate Network?

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1. Have you volunteered before?

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1. Tell me about that experience/those experiences.

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1. What do you foresee your strengths being as a volunteer with this agency?

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1. What do you think you will find difficult?

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1. What achievements in your life are you most proud of?

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1. How do you generally manage stress?

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1. Tell me about a personal experience you (or someone you know) had with law enforcement. Briefly explain how that went for you?

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1. Have you ever been in a crisis situation similar to the types of calls we are likely to get requested to respond to? If so, do you foresee any triggers that may impact your work with any type of victim?

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1. We work with people from a variety of backgrounds, religions, races, sexual orientations and living conditions and are expected to provide everyone with the same support, resources, information and positive regard. Are you comfortable with this? Do you foresee an issue with being able to do this?

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1. Tell me about a time where you had to deal with a difficult or unexpected situation or individual, with no support. How was that experience for you? (What went well or is there anything you wish you did different?

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1. Although we provide training, an opportunity to shadow and are always here for support, most of our volunteers work independently most of the time. How do you feel about this?

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1. Given what you know about the work VAN does, what do you imagine folks in those situations need from a victim advocate?

**Other Important items:**

1. Special skills or abilities (bilingual, sign language etc.)

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1. Will you be available to participate in one to two “ride-outs” with a patrol officer as well as one to two “ride-outs” with APD Victim’s Services professional staff?

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1. Are you available to attend the required training classes?

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1. Calls are very unpredictable. We may have a lot and then nothing for a good while. It can be discouraging when you have not been called out, but keep in mind that the more shifts you sign up for, the probability of getting a call increases. Can you handle the nothing phase?

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Final notes: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_