

Cricket in Victoria

Recruiting for Positions working with Kids – Interview Questions

When recruiting employees, contractors and volunteers, Victorian Child Safe Standards require sports to conduct at least one face-to-face or video interview occur for applicants that will have direct or indirect contact with kids. It also requires the interviewer to explore issues relating to the candidate's suitability to work with kids.

To assist you in meeting these requirements, we suggest that a minimum of 2-3 questions can be asked during interviews, with more questions asked where the role has greater involvement with kids in cricket. Please pick 2-3 questions to suit the circumstances applicable to you, ensuring a spread of action and value based questions:

Action based questions:

- Would you tell us about your experience in relation to working with kids?
- How would you manage kids behaving in a manner that is disruptive or aggressive in a group setting?
- What would you do if you thought another person was harming a Child or Young Person?
- Have you ever had a complaint raised against you in relation to you working with kids?
- Can you tell us about any kids you have found challenging to work with? What strategies do you use to manage their challenging behaviour?
- How would you manage a situation where one of the kids appears out of sorts and refuses to participate in activities?

Values based questions:

- Why do you want to be involved with kids at this club? (especially if they have no connection with the club)
- What do you value about kids sport?
- What do you believe are the key values of this club?
 - How do your personal values match this?
- What is your experience with kids from diverse backgrounds? i.e. disability, LGBTIQ+, Aboriginal and multicultural backgrounds
- How would you make them feel welcome, safe and included?
- Would you be open to learning more about ways to include kids from diverse backgrounds?