

**Please answer the following questions with responses of no more than 300 words for each.**

- 1) How do you expect to grow in the Burundi – Rwanda programme officer position?
- 2) One of your primary responsibilities will be to strengthen the programmatic and financial positioning of Interpeace's Burundi and Rwanda programmes. In your analysis, what could be three key challenges that Interpeace might face in the current context and what would your approach be to accordingly reinforce the Burundi and Rwanda programmes?
- 3) As Rwanda – Burundi Programme officer, you oversee the Interpeace Burundi and Rwanda programmes and have ultimate responsibility and accountability for their performance. Interpeace has a fairly flat organizational structure: you will be formally supervised by the Great Lakes coordinator but Interpeace has a work culture that puts individual responsibility combined with team-processes before hierarchical leadership. How would this culture inform your approach to work-processes and leadership?
- 4) Tell us an example of when you had a conflict / tension with a co-worker, supervisor, supervisee, etc. that was linked to you and the second person coming from different cultural backgrounds. What was the initial situation, what did you do about it, what was the outcome and, in retrospect, how would you go about it differently?