



TRU Staffing Partners, Inc.

Chief Privacy Officer Interview Playbook



Table of Contents

| | |
|---|----|
| Preface: Introductions & Overviews | 3 |
| Chapter 1: Why Us? Why Now? | 4 |
| Chapter 2: Why Data Privacy? | 5 |
| Chapter 3: Prove Your Experience | 6 |
| Chapter 4: Leadership | 7 |
| Chapter 5: Managing Up | 8 |
| Chapter 6: Culture | 9 |
| Chapter 7: Fears & Weaknesses | 10 |
| Chapter 8: Questions | 11 |



Preface

- This should take no more than 5 minutes.
- Introductions
- Company Overview
- CPO Search Overview



Chapter 1

Why Us? Why Now?

Start the interview process by understanding what drives and motivates each individual candidate and what is drawing them to your organization.

Example Questions

- Why is now the right time to consider a career move?
- Based on your due diligence, what is your perception of our company's brand in the marketplace?
- What excites or interests you about our brand?
- How do you anticipate your experience will positively impact the growth of the company?
- Why does an organization in high growth mode excite you?



Chapter 2

Why Data Privacy?

This section of the interview process should reveal what level of knowledge the candidate has in the privacy field and what subject matter expertise they have as it relates to the business.

Example Questions

- Why are you so passionate about data privacy and why did you choose a career in this field?
- Tell us about your first privacy leadership position.
- What is your posture and philosophy surrounding data privacy as a corporate leader?



Chapter 3

Prove Your Experience

This is the area in which you are going to dive deep and unpack the candidates resume and previous expertise.

Example Questions

- What cross-functional expertise do you have?
- Tell us about your experience in editing contracts — can you roll up your sleeves? How do you handle automation around contract/policy review and revision?
- Tell me about your experience working directly with regulatory bodies and lobbyists.
- As you've grown other programs, what are some of the key hires you've made, in which order, and why?



Chapter 4

Leadership

This is where we dive into each candidate's leadership experience and style.

Example Questions

- How would you describe your leadership and management style?
- How have you won over the minds of those in the organization to evangelize privacy?
- In what ways do you influence stakeholders within the organization who disregard the importance of privacy?
- How have you built a privacy program inside a corporate environment? What are the keys to building a successful program?
- What is an example of a company-wide or division-wide training implementation that you have been the architect of? What was it and why was it successful?



Chapter 5

Managing Up

This series of questions will help you unpack the experience and/or expectations each candidate has about being managed by or reporting to a board.

Example Questions

- What makes for a successful relationship between the CPO and their stakeholders?
- What makes for a successful relationship between the GC and their stakeholders?
- What has been your experience with acquisition, either acquiring other companies or being acquired?
- What has been your experience working with, reporting to, or presenting to a board?



Chapter 6

Culture

This series of questions will uncover how this person will manage up to the board and down to the staff. This line of questioning should also help you to get a “feeling” for the person and allow them to speak less to what they have done, but rather how they’ve done it.

Example Questions

- What is your impression and understanding of our company culture?
- What are the cultural values that you hold most dear and true that you would never, under any circumstance, compromise as a CPO/GC?
- What are some of the ways that you believe a company can create a more diverse and inclusive culture?
- As a business leader, what is the hardest decision you’ve had to make and why?
- How do you shape the culture of the employer for whom and with whom you work?



Chapter 7

Fears & Weaknesses

This is the area of the interview to explore any hesitations that the candidate might have.

Example Questions

- What trepidations do you have about our organization or this opportunity?
- What do you think will be the most difficult part about moving into this role?
- If there was one thing that you could get formalized training or education on prior to being in this role, what would it be?



Chapter 8

Questions

This is the candidate's opportunity to ask thoughtful questions at the end of the interview. Be sure to leave at least ten minutes for this section.

What to Be Prepared For

- Who are the target customers and what is the sales strategy for growth?
- Who is currently handling legal and privacy now — what do they do well, what don't they do well, why don't they want this job?
- Can you describe your company culture?



©2023 TRU Staffing Partners

Find a TRU Recruiter at www.trustaffingpartners.com,
or email info@trustaffingpartners.com.