

Welcome!



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# Aspiring Female, Middle Leaders

## Who are we?

**Alison Bell**, Priory School, **Sam Morris**, Ercall Wood, **Jenni Whitfield**, Thomas Adams School

**Ruth Shaw and Mary Massey**, The Priory School

# Interview Skills

This is as much about preparation as it is about performance on the day of interview:

- Discuss in pairs what you should/could do before submitting the application and before you attend interview.

# Preparation:

## 1) Know the school.

**Do your research in advance. Your application must be personalised to the school.**

- This needs to come over in interview – what are the main aims and vision of the school ?
- How would you contribute to this?
- What are the main areas for your subject to concentrate on?
- How have exam results been?
- Are there any gaps that need addressing?



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The post is middle leadership – **what do you need to demonstrate in your responses?**

Discuss on your tables.



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## At Interview:

### 2) Know your subject

- what are the challenges?
- What recent specification and curriculum changes have there been?
- How does this impact on teaching and learning in the classroom.

## 3) Know about leadership

- What skills and qualities do you have that make an effective leader?
- How is this different to being a manager?
- Why do you need to be able to do both?
- When have you dealt with challenging people – colleagues and parents? What have you learnt about this?



# Things to consider for a leadership type question:

## **a) Systems and structure are key**

*“It’s okay to have the vision... but you’ve got to get people doing things that are important at the right time... planning lessons, delivering lessons within a structure... making sure that people are following behavioural systems.”*

## **b) Team relationships matter**

1. Being consultative and collaborative
2. Being diplomatic
3. Knowing and developing the teachers within the department.

## **c) Keep your finger on the pulse – be educationally informed.**

## **d) Take a look in the mirror – be reflective**

## 4) First impressions count

- Eye contact, hand shake, a welcoming smile.
- What you wear.



## 5) Take your time when answering questions

- An interviewer doesn't expect an immediate answer (but don't wait too long).
- Don't over practice the answers to potential questions, this can lead to a rehearsed answer that doesn't quite fit.
- If it was a long question don't be afraid to ask for the question to be repeated.
- Try to control the nerves



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## 6) Be yourself

-It is often the case that a school can picture you in the role, fitting with their ethos or not.

-Don't give up if rejected, always ask for feedback.