**Group Work Activity on Recruitment**

A vacancy has arisen at Shenfield High School for a new Deputy Head Teacher starting in September 2014. The job is a highly pressurised one with long working hours and the need to attend many important meetings throughout the week. Ms Herman and other senior members of staff want to find the best candidate.

They have short-listed the number of applicants down to just TWO people. One is an internal candidate and the other is an external candidate.

**Candidate 2: Mrs Smith**

* Has been in teaching for 15 years
* Has come from a very high achieving school in London
* Has been an Assistant Head at the school for 4 years
* Has been known as an Outstanding Teacher in her two subjects of Maths and English for a few years now, and this allows her to visit other schools to pass on her knowledge and expertise
* Wants to make a real difference
* Still lives in London and therefore would have to commute to Shenfield each day
* Has lots of good ideas that she wants to implement given the opportunity

**Candidate 1: Mr Cooke (Head of Sixth Form at Shenfield High School**

* Worked at the school for 6 years
* Became Assistant Head of Sixth Form in his 3rd Year
* Appointed Head of Sixth Form two years ago
* Well-liked by staff and students
* Has experience in management at the school
* Has successfully implemented a number of changes to the Sixth Form since being in leadership
* Is only 32 years old
* Has lots more ideas as to how the school could improve
* Lives in Chelmsford

**Task:** In your groups you must decide which candidate Ms Herman should choose and why. Remember that Ms Herman is thinking about the future success of the school and therefore she wants someone who will add to that in a BIG way.

You will write your answers on a whiteboard in the style of a 9 mark answer.