



The successful candidate will share a commitment to:

- our core values as defined in our mission statement & motto (above) and our student ethos underpinned by Courtesy, Consideration, Contribution and Co-operation;
- a belief that every student can achieve irrespective of starting point or circumstance.

You will commit to our staff culture (as defined below) and will play your role in promoting and contributing to this culture amongst all staff at HWS.

HWS Culture – Non-Negotiables

SHOW UP!

- ✓ **S**tudents come first
- ✓ **H**ard work – we do whatever is necessary to provide the best experience for our students
- ✓ **O**ur own children. We make HWS a school that we would be proud to send our own children to. We work to this end every single day.
- ✓ **W**e and not I. We are a team. We do what we say we do – we stick to school strategy, behaviours and processes.
- ✓ **U**naframed of failure. We are not afraid to fail, nor to learn from failure. When things go wrong, we do not blame – we support each other and we look after each other
- ✓ **P**rofessional trust and accountability. We trust each other implicitly professionally because we hold ourselves and each other to account openly and honestly for doing all of the above

Art Technician
Person Specification

Essential	Means of Assessment
<ul style="list-style-type: none"> To be educated to at least degree level (desirable) in a relevant art and design qualification. 	Personal Statement/Degree Desirable
<ul style="list-style-type: none"> To have a strong art, craft and design subject knowledge. 	Personal Statement
<ul style="list-style-type: none"> Good oral and written communication skills. 	Personal Statement / Interview
<ul style="list-style-type: none"> Ability to work constructively as part of a team, whilst demonstrating independence and initiative. 	Personal Statement / Interview
<ul style="list-style-type: none"> Energy and enthusiasm. 	Personal Statement / Interview
<ul style="list-style-type: none"> To have a good working knowledge of IT based graphics software such as Photoshop and able to support the department in its use. 	Personal Statement / Interview
<ul style="list-style-type: none"> To be able to manage the kiln and other clay and glazing resources 	
<ul style="list-style-type: none"> To be able to work in an organised manner and to be able to prioritise own workload and meet deadlines. 	Personal Statement /Interview
<ul style="list-style-type: none"> To have a working knowledge of digital and analogue photography. 	
<ul style="list-style-type: none"> Good organisation and administrative skills. 	Personal Statement / Interview
<ul style="list-style-type: none"> Being adaptable and resourceful. 	Personal Statement / Interview

Desirable	Means of Assessment
<ul style="list-style-type: none"> An innovative approach to art department displays. 	Personal Statement / Lesson
<ul style="list-style-type: none"> A willingness to contribute to whole-department matters, through meetings, working groups and extra-curricular activities. 	Personal Statement / Interview