**Annex II**

**MAURITIUS INSTITUE OF EDUCATION**

**POST OF DEPUTY DIRECTOR**

**MANAGEMENT, LEADERSHIP & VISION STATEMENT**

The post of Deputy Director within MIE carries with it responsibilities for academic leadership and effective management. To assist the Senior Appointment Committee of Council in its deliberations, and to ensure that you have the opportunity to provide your views on academic leadership and management effectiveness, you are requested to offer your responses on each of the areas listed below. **Kindly provide evidence of all your activities.**

1. **ACADEMIC LEADERSHIP**

Describe your major contributions and achievements as an academic leader during your career at MIE.

1. **Teaching effectiveness**

Indicate the process you have used to ensure the continued relevance, quality and currency of the courses which are offered by your School/Department/Section/Unit.

1. **Curriculum development**

Curriculum Development is one of the mandates of the MIE. Describe your contributions to Curriculum Development and its impact on the Institution and for education at large.

1. **PLANNING**

The capacity to develop and implement strategic, short and long range plans, as well as to manage on-going planning processes, is a central role of an academic leader. Please describe how you would develop an effective approach to planning at the MIE.

1. **MANAGING PEOPLE**
2. People are the most critical resources for the MIE. Please describe how you would approach the issues of performance assessment, accountability, staff development and motivation of staff in MIE.
3. “Leadership is about the relationship between the leader and the people around him or her.”Comment on this statement in the light of your personal experience as a leader.
4. **RESEARCH AND SCHOLARSHIP**
5. Describe major research activities which you have undertaken either individually or as part of a team, and the relevance and value of that research to the discipline, MIE, local and international community.
6. Describe one major initiative that you have undertaken to nurture and support your colleagues in their professional development. How did you act as a role model for innovation at the MIE? Indicate the extent to which your initiative had a beneficial impact on the institution and for education at large.
7. **PROFESSIONAL DEVELOPMENT**
8. Describe your plans for future scholarly and research activities and their value to the MIE as well as to local and international contexts.
9. Describe any additional qualifications which you have obtained since joining the MIE, or programs of study which you are currently pursuing. Explain the relevance of the qualification/s to the objectives of the MIE.
10. Describe your plans for continual and on-going professional development at MIE.
11. **INSTITUTIONAL SERVICE**
12. Describe your active contributions, over time, to the effective functioning of MIE and its planning and delivery goals (e.g. participation on major committees, task forces, working groups etc.).
13. Describe your roles and participation in the major in-house professional development initiatives undertaken at the MIE.
14. **YOUR VISION FOR MIE**
15. What do you see as the most important area of teaching and pedagogy that MIE should pursue in the contemporary context and emerging changes in academia and teacher education?
16. What would you see strategically the most important option for MIE for the next 10 years?
17. **PERFORMANCE OF MIE**

Describe your strategy for improving the overall effectiveness of the MIE as an institution, especially with a view to making the institution function at the cutting edge of teaching and learning for the 21st century.