PERSON SPECIFICATION – Mathematics Subject Leader

Attributes	Essential	Desirable
Qualifications and CPD	• Qualified Teacher status • Evidence of recent professional development • Evidence of DBS clearance	
Experience and Skills	• Evidenced practice as an outstanding teacher over a prolonged period; • Teaching experience within the Primary age range (KS1 and KS2); • Evidence of designing and developing resources to support learning across subject areas and to match a range of needs; • Successful promotion of behaviour management strategies; • The ability to analyse, interpret and act on assessment information; • Experience of working with other agencies / organisations; • The ambition to move into more senior school leadership.	• Experience of subject leadership; • Evidence of contributing to and leading school improvement strategies; • Evidence of monitoring teaching and learning alongside senior leaders to impact progress; • A proven ability to raise standards in classrooms other than their own; • Evidence of mentoring colleagues; • The ability to lead CPD (whole school/group/individual) to drive improvement; • Evidence of using the OFSTED framework for school self-evaluation.
Improving teaching and learning	• An ability to model outstanding teaching; • Addresses the personalised learning needs of all pupils and groups; • Implements school strategies for promoting excellence and challenging underperformance; • Has a detailed knowledge and understanding of the National Curriculum and key attainment expectations expressed as 'age-related expectations,' particularly in Maths; • Knowledge of how to use marking and assessment to set targets and inform next step planning of learning - particularly in Maths.	• Ability to think strategically, to build and communicate a coherent vision for the development of Maths. • Inspires, challenges, motivates and empowers others to carry a vision forward. • Evidence of setting and achieve ambitious, challenging goals and targets.
Personal Qualities	• Passionate about learning and teaching; • Open minded, reflective and adaptable; • Has a commitment to an open, fair, equitable school culture for all; • Able to take responsibility for continuing professional development for self and others; • Able to work effectively as part of teams at all levels; • Able to establish effective working relationships with all stakeholders; • Prioritise and manage own work load effectively; • Use technology effectively within teaching and for own administration; • Models the values and vision of the school.	• Able to work independently, proactively and with an analytical approach. • Good organisational and personal management skills • Able to embrace change and help others to manage the change process. • Willingness to participate in the life and extra-curricular activities of the school.