

Person Specification

Head of Department: Mathematics

	Essential	Desirable
Qualifications, Knowledge and Skills	<ul style="list-style-type: none"> • Graduate (with a good honours degree) • Qualified Teacher Status • An excellent teacher • Commitment to continued professional and personal development 	<ul style="list-style-type: none"> • Evidence of leadership professional development programme • Experience in use of a management information system e.g. Bromcom or SIMS
Experience, Knowledge & Understanding	<ul style="list-style-type: none"> • Ability to teach across the Key Stages (3-5) • Evidence of wide reading and a genuine interest in research in pedagogy and leadership • Experience of leading a curriculum area/project or whole school area of responsibility which impacted positively on student progress • Commitment to extra-curricular learning activities • An awareness of good practice in identifying individual needs and providing appropriate curriculum provision and intervention • Confidence to coach and develop a range of teaching strategies and approaches • Ability to exercise firm and fair discipline and develop positive relationships with students, parents, staff and school leaders • Previous experience of leadership at department level • Evidence of leading, supporting and managing others, both individuals and teams and ensuring high quality performance • Experience of managing and implementing change successfully at department or whole-school level 	<ul style="list-style-type: none"> • Evidence of effective experience in supporting other school leaders and/or teachers at middle or senior level • Experience of exam board marking and moderation
Skills & Abilities	<ul style="list-style-type: none"> • Well-developed ICT skills and knowledge and experience of how technologies can be used to transform learning and raise achievement • Ability to coach, mentor, support and challenge others to develop as inspiring professionals • Ability to monitor, evaluate and review provision and performance data that can be used to improve the quality of 	<ul style="list-style-type: none"> • Excellent level of ICT knowledge and skills.

	<p>teaching, learning, assessment and outcomes</p> <ul style="list-style-type: none"> • Ability to inspire young people by providing, through the curriculum, a relevance and context to the wider world / innovative and engaging learning experiences which challenge and motivate students • Proven ability to identify and implement strategies to raise standards of teaching and learning and student outcomes through line management • Ability to lead and manage own work effectively and take responsibility for own professional development • Ability to enhance performance by motivating and developing staff, helping them to acquire the skills to prepare for more senior roles • Skilled in budget management and deployment of resources • A student-centred professional 	
<p>Personal Qualities & Attributes</p>	<ul style="list-style-type: none"> • Demonstrates an absolute commitment to the Academy Vision and MLT behaviours. • Embodies the Key Drivers: <ul style="list-style-type: none"> ○ Resilience ○ Aspiration ○ Community ○ Responsibility ○ Confidence • Demonstrates competency in the following leadership traits: <ul style="list-style-type: none"> ○ Self-awareness ○ Resilience and emotional maturity ○ Personal drive ○ Impact and influence ○ Holding to account ○ Relating to others ○ Collaboration ○ Analytical thinking ○ Conceptual thinking • Successful working relationships with colleagues/other stakeholders • Innovative, able to contribute new ideas and help establish them • Energy and flexibility • A professional approach borne out of confidence and effectiveness in role. • Role model of best practice • Maintain a positive attitude and keep calm under pressure • Communicate effectively and concisely both in verbal and written form to a variety of audiences • A high degree of personal and professional integrity, confidence and loyalty • Emotional and social resilience and intelligence in the face of challenge 	

	<ul style="list-style-type: none"> Enthusiasm for and commitment to the achievement of the vision for success at all levels 	
Commitment To	<ul style="list-style-type: none"> Raising standards of student achievement Continued Professional Development Community liaison including parental involvement Commitment to diversity and equality of opportunity in all working practices Enhancing the SMSC of young people and modelling British Values 	
Attendance	<ul style="list-style-type: none"> A good attendance record in current employment, (not including absences due to disability) 	
Written Application	<ul style="list-style-type: none"> A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role 	

****The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.***