

**Head of Mathematics Department**

**Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** | **Evidence gained from** |
| **Application** | * Fully supported in references.
* Well-structured letter indicating an understanding of the role, current issues related to the Mathematics and the leadership of a department.
 |  | * Supporting letter / statement
* Application form
* References
 |
| **Qualifications** | * Degree in Mathematics based subject or B Ed in Mathematics.
* Qualified Teacher Status.
 | * Evidence of further studies and / or further professional qualifications.
 | * Application form
 |
| Experience | * Highly effective and innovative classroom practitioner.
* Experience of leadership.
* Successful experience of raising standards in Mathematics.
* Involvement in whole-school working parties/initiatives.
* A proven track record of leading a team and working successfully with others.
 | * Innovative in your approach to teaching and learning.
* Experience of developing the Mathematics curriculum.
* Experience of coaching staff to improve practice.
* Experience of performance management and supporting staff to successful outcomes.
 | * Application form
* References
* Interview
 |
| **Professional Development** | * Demonstrates an interest in professional development.
* Must be ambitious, driven and have high expectations of themselves and others.
 | * Evidence of networking opportunities, attending courses and training relating to Mathematics, teaching and learning and/or leadership.
 | * Application form
* References
* Interview
 |
| **Knowledge, Skills and Aptitudes** | * Knowledge and understanding of the Mathematics curriculum at both Key Stage 3 and 4.
* Able to provide vision, clear direction and confident leadership within Mathematics.
* Good ICT skills and the ability to use ICT as part of your teaching, monitoring and analysis.
* Knowledge of what makes effective teaching and learning.
* A skilled manager of student behaviour.
* Commitment to inclusive education.
 | * An understanding of how to effectively assess and track the progress of students in Mathematics.
* Awareness of career opportunities for Mathematics based progression.
 | * Application form
* References
* Interview
 |
| **Personal Qualities** | * Reflective practitioner and leader.
* A positive role model with a positive outlook.
* Reliable and conscientious.
* Supportive and loyal to the school, its community and its vision and values.
* Excellent communication skills.
* Ability to motivate staff and students.
* High standards and expectations.
* Ambition and personal drive.
* An enthusiasm and love for the subject.
 | * Eagerness to be involved in extra-curricular activities.
 | * Application form
* Reference
* Interview
 |
| **Other** | * Commitment to the responsibility of safeguarding and promoting the welfare of young people
* A commitment to the responsibility of Health & Safety policy.
* This role will require satisfactory clearance from the Disclosure and Barring Service (DBS).
 |  | * Application form
* Self-declaration form for shortlisted candidates
 |