

**Head of Mathematics Department**

**Person Specification**

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| **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 |