



## PERSON SPECIFICATION: Phase Leader – Mathematics

CRITERIA	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<input type="checkbox"/> Qualified Teacher Status	<input type="checkbox"/> Evidence of commitment to further personal professional development
<b>PROFESSIONAL DEVELOPMENT</b>	<ul style="list-style-type: none"> <li>• Recent relevant service training in current education practice, including management</li> <li>• Thorough knowledge of the Secondary curriculum</li> <li>• Thorough knowledge of current assessment practices in education</li> </ul>	<input type="checkbox"/> Post graduate study
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Successful teaching experience in the whole secondary age range</li> <li>• Leadership or management of an aspect of school improvement and or the curriculum</li> <li>• Experience of staff development</li> <li>• Participation in a team approach to management including management of change</li> <li>• Experience and good working knowledge of the National Curriculum and associated statutory testing</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in and providing INSET</li> <li>• A range of curricular responsibilities</li> <li>• Experience of working in a school with a high percentage of EAL pupils</li> <li>• Experience across the secondary phase</li> <li>• Experience of leading Performance Management</li> </ul>
<b>KNOWLEDGE AND UNDERSTANDING</b>	<p>The Phase Leader – Mathematics should have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• All aspects of Mathematics as a specialism</li> <li>• The principles and practice of secondary education</li> <li>• Curriculum management and the school's role in providing effectively for all pupils</li> <li>• The role management in monitoring school effectiveness and maintaining a climate conducive to school review and evaluation</li> <li>• The role of the Senior Management Team</li> </ul>	<p>in addition, the Phase Leader – Mathematics might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The use of assessment to inform practice and raise standards</li> </ul>

	□ Whole school experiences	
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>• Create a positive team spirit delegating and negotiating when necessary with sensitivity</li> <li>• Excellent classroom practitioner skills and evidence of ability to influence the quality of teaching and learning</li> <li>• Ability to innovate</li> <li>• Ability to monitor, evaluate and review by example</li> <li>• Ability to lead and work effectively in teams</li> <li>• Ability to influence and develop staff through coaching and mentoring</li> <li>• Ability to collate and analyse data to inform practice</li> </ul>	<ul style="list-style-type: none"> <li>• Role in budget management</li> <li>• Lead whole school-based INSET</li> <li>• Participate in the establishment of links with parents and governors</li> </ul>
<b>PERSONAL CHARACTERISTICS</b>	<ul style="list-style-type: none"> <li>• Approachable</li> <li>• Committed</li> <li>• Empathetic</li> <li>• Enthusiastic</li> <li>• Organised</li> <li>• Patient</li> <li>• Resourceful</li> <li>• Good sense of humour</li> </ul>	
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Evidence of leading on innovations in pedagogy</li> <li>• Excellent interpersonal skills</li> <li>• High levels of enthusiasm and energy</li> </ul>	

*All the above elements will be assessed and evaluated through the application form and the selection process*

