September 2022

**The Principal**

**We seek an outstanding professional who will develop all aspects of the provision at Leeds Mathematics School (LMaS). The goal is that LMaS becomes the sixth form of choice for students in the Leeds city region who** **have an aptitude and passion for mathematics. The successful applicant will ensure that a culture of excellence is fostered across the whole school and that all students experience a rich educational experience. We expect that LMaS students will secure outstanding outcomes and progress onto world class HE institutions and careers of significance.**

**Job Description**

We are looking for an outstanding leader, who can articulate a clear vision for Leeds Mathematics School and who will inspire and empower others to share in achieving it. The successful candidate will be driven by a commitment to creating the best possible educational opportunities for our students, in order to raise aspirations and transform lives. The new Principal will take up the post in January 2023 or as soon as possible thereafter.

**Overall purpose of post of Principal**

The Principal will:

* Develop the school as a catalyst for social change, improving outcomes for students and the community as a whole;
* Be committed to supporting the child through their learning journey from 16-19 and beyond;
* Design and develop an outstanding, innovative, creative curriculum which prioritises the importance of preparing students for life in a global economy;
* Develop in all students and staff, versatile skills and attitudes required for lifelong learning in a rapidly changing world;
* Develop positive external relationships at a local and strategic level, in partnership with the trust and others, to promote the continued excellence of the school, as a central resource for the community;
* Create and manage a complex institution.

**Strategic direction and development**

You will:

* Provide the strategic vision, effective management and operational efficiency to fulfil the ethos of the school and embed a culture of outstanding achievement;
* Lead a complex organisation effectively and efficiently and ensure the successful implementation of change;
* Work in conjunction with community, business and industry partners and other local community and educational organisations to develop reciprocal opportunities.

**Learning and teaching**

You will:

* Design and develop an innovative and motivating curriculum in conjunction with your teachers, matched to students’ needs;
* Drive up expectations and promote an aspirational culture;
* Ensure focused, data driven improvement;
* Involve students in the decision-making processes by developing policies and practices that treat students as partners in the learning process;
* Promote inspirational learning and teaching;
* Manage safeguarding, pastoral care, student welfare and anti-bullying procedures effectively;
* Ensure that the school’s work on the development of students’ SMSC and MBV is world class;
* Maintain effective assessment, recording and reporting systems of student progress, and establish challenging targets.

**Leading and managing staff**

You will:

* Promote the school through being its key public face and further develop an ethos in which the highest achievements are expected from all members of the school community;
* Establish and develop effective team working practices;
* Develop rigorous procedures for monitoring the performance of all staff including setting objectives and individual personal development plans;
* Ensure an aspirational and motivational culture is developed and sustained.

**Efficient and effective use of staff and resources**

You will:

* Work with the Trust’s Finance Team to advise the Governing Body on the formulation of the annual budget in order that the school secures its objectives;
* Ensure that the allocation and use of accommodation provides a positive and safe learning environment that promotes the highest achievement for all;
* Develop the school’s links with other partners and forge new partnerships, where appropriate, to further establish the school’s standing within the community.

**Accountability**

* Work effectively with the Executive Team including the CEO, Deputy CEO and the Executive Principal of Post-16 Education, the GORSE Trust Board, the Chair of the Governing Body and the Governing Body itself to enable it to meet its responsibilities for securing effective teaching and learning and high standards of achievement, and for achieving efficiency and value for money.

We are committed to safeguarding the welfare of children and expect all staff and volunteers to share this commitment. The successful candidate will be subject to full employment checks, including an enhanced DBS disclosure and barring service check. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

**Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa. If you do not have the right to work in the UK and the role does not meet eligibility for sponsorship, please consider carefully whether you meet the eligibility to apply for this position.**

**Person Specification**

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| **Attributes** | **Essential** | **Desirable** |
| Qualifications | * Degree or other relevant qualification at this level.
 | * Relevant further degree or equivalent.
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| Experience | * Track record of successful senior leadership experience.
* Experience of successfully changing organisational culture, in relation to aspiration, teaching practices and standards.
* Experience of developing and leading curriculum innovation, using latest technologies.
 | * Financial, budgetary and resource management experience with commercial acumen.
* Experience of raising standards.
* Experience of engaging with community, business and industry partners.
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| Knowledge, Skills and Abilities | * Awareness of commercial enterprise and opportunity.
* Ability to lead and manage a fully inclusive school.
* Ability to lead the design and development of an innovative curriculum.
* Ability to understand, analyse and make effective use of a wide range of data.
* Ability to work effectively with members of the local community and a range of stakeholders in developing the school as a community resource.
* Ability to provide a safe environment to ensure the physical and psychological safety of the students.
* Ability to lead an effective line management process which drives organisational improvement.
* Knowledge and understanding of the importance of the Post 16 accountability framework.
 | * An understanding of the application process to secure offers for highly competitive university and apprenticeship programmes in both the UK and abroad.
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