



PERSON SPECIFICATION

Post title:	Subject Leader of Mathematics
Academy:	Academy 360
Reporting to:	Vice Principal (Quality of Education and Standards)
Salary/pay range:	Leadership L6 to L10 (range to be determined depending on experience)
Hours of work:	Full time

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Degree or equivalent	X		Application
Qualified Teacher Status	X		
Evidence of relevant professional development, such as NPQML (National Professional Qualification for Middle Leadership) or specific aspiring leadership training		X	
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good , moral, truthful and treat others with respect	X		
Knowledge & Experience	Essential	Desirable	How Identified
Experience in teaching mathematics successfully across KS3 and KS4 (11-16), with a track record of strong pupil outcomes.	X		Application Interview Task
Experience leading a team, mentoring ECTs/trainees, or spearheading a whole-school initiative	X		

Experience leading on the continuous development of a high-quality, ambitious mathematics curriculum	X		
Experience developing and implementing new schemes of work or resources	X		
Experience in monitoring the quality of teaching and learning through activities such as lesson visits, work scrutiny, and curriculum review	X		
Proven ability to use data tracking to identify underachievement and implement effective interventions	X		
Contribute to departmental strategy, improvement planning, and monitoring of standards	X		
An ability to inspire interest in the subject specialism	X		
A secure understanding of the National Curriculum, GCSE exam board requirements	X		
A commitment to ongoing professional development	X		
Skills	Essential	Desirable	How Identified
Ability to motivate, inspire, and manage colleagues, potentially in a mentor or coaching capacity	X		Application Interview Task
Excellent communication skills, both written and oral, to work with staff, parents, and senior leaders	X		
Strong time-management skills, ability to work under pressure, and manage competing priorities	X		
Ability to evaluate the quality of teaching and support staff in raising standards	X		
Ability to adapt teaching to embrace new technologies	X		
Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrate up to date knowledge of relevant legislation and guidance in relation to working with young people	X		