

Person Specification – James Calvert Spence College

Post Title: Director of mathematics	Criteria	Essential	Desirable	Evidence
	1. Has qualified teacher status	✓		A
	2. Has additional degree related to education or relevant qualifications		✓	A
	3. Has recent professional training relevant to the post and willingness to undertake CPD	✓		A
Experience	4. Has proven track record of leadership responsibility	✓		A/R
	5. Has experience of leading a team of people	✓		A
Knowledge	6. Knows, understands and applies knowledge of the Mathematics education system	✓		A/I
	7. Knows, understands and applies knowledge of the school's partnership working		✓	A/I
	8. Knows, understands and applies knowledge of KS3, KS4 and KS5 curriculum and other relevant national agendas.	✓		A/I
	9. Has an awareness of KS2 curriculum and SATS.		✓	A/I
	10. Knows, understands and applies effective teaching and learning strategies	✓		I/R
	11. Knows, understands and applies knowledge of OFSTED Section 5 framework	✓		A/I
Skills/attributes	12. Can teach an Outstanding lesson	✓		I/R
	13. Has a demonstrable record of school improvement	✓		A/R
	14. Has high levels of communication and interpersonal skills including building positive relationships with adults and children	✓		I/R
	15. Has sound judgement, shows determination and initiative and is hard working	✓		A/R
	16. Able to inspire challenge, motivate and empower others	✓		A/R

	17. Able to analyse and interpret information in including performance data, think strategically and contribute to the vision for the federation	✓		A/R
	18. Able to effectively prioritise, monitor and evaluate initiatives	✓		I/R
	19. Able to lead a team using a collaborative style whilst ensuring a high level of performance from all	✓		A/R
	20. Able to work under pressure, think creatively, anticipate and solve problems, plan and organise themselves and others and delegate with appropriate monitoring	✓		I/R
General	21. Has high expectations of self, staff and all learners	✓		A/R
	22. Fully subscribes to the Vision, Values and Aims of the school and federation	✓		A/I
	23. Has a well-developed sense of humour	✓		I/R
Other	24. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	✓		A/R
	25. No disclosure about criminal convictions or a safeguarding concern that makes applicant unsuitable for this post	✓		A/R