**Person Specification: Director of Maths**

**Qualification Criteria**

* Qualified to degree level and beyond
* Qualified to teach and work in the UK.

**Experience**

* Experience at Middle Leadership or Assistant Head level (or equivalent)
* Experience of working successfully in at least one school in an urban, multi-cultural setting, teaching scholars from backgrounds of socio-economic disadvantage
* Experience of delivering consistently outstanding lessons to scholars of all ages and achievement levels
* Evidence of having directly impacted on the raising of attainment levels in a subject area or phase
* Experience of significantly contributing to the success of a school through its 0leadership, ethos and teaching and learning
* Experience of contributing to policy formulation, implementation, evaluation and review
* Up to date knowledge of the curriulum, national changes and their implications at each of the 5 key stages
* Experience of implementing and sustaining effective behaviour management strategies.

**Vision and Strategy**

* Vision aligned with Ark and the academy’s high aspirations and high expectations of self and others
* Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour in an urban school setting and commitment to relentlessly implementing these strategies
* Ability to effectively lead on a wide range of initiatives and areas of responsibility
* Confident and forensic use of data to assess scholar achievement levels and progress, the ability to inform and diagnose weaknesses that need addressing and to effectively action plan to raise individuals’ attainment
* Understanding of what outstanding teaching practice looks like and how to diagnose and implement effective strategies to raise learning standards
* Commitment to the importance of supporting scholars to develop learning dispositions and character traits
* Understanding of the principles of whole school timetabling
* A firm and constant belief in the unlimited potential of every scholar and a commitment to inclusive educational provision.

**Leadership Behaviours and Qualities**

* Effective leadership and management style that encourages participation, innovation and develops colleagues’ confidence and trust
* The ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance
* The ability to develop the leadership skills of others as well as to learn from others
* The ability to enthuse and inspire others
* Excellent listening skills, strong interpersonal, written and oral communication skills
* Strong organisational and time-management skills and the ability to delegate appropriately
* Passion, energy, resilience and optimism to lead the academy through day-to-day challenges
* The ability to skilfully manage and maintain effective working relationships with parents, governors, community members and other stakeholders
* The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to be flexible, to change, improve and develop
* Confidence and self-motivation
* The ability to work well under pressure
* The ability to be decisive, high levels of honesty and integrity.

**Other**

* This post is subject to an enhanced Disclosure and Barring Service check
* The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.