

**The John Fisher School**

**PERSON SPECIFICATION**

**Subject Leader of Mathematics**

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| **Experience** | Experience of teaching across Key Stages 3 -5 | Essential |
|  | Leadership responsibility of/within a team | Essential |
| **Qualifications and Training** | Relevant degree | Desirable |
|  | PGCE and QTS | Essential |
|  | Evidence of continuing professional development | Essential |
|  | Post graduate accredited training in education management | Desirable |
| **Knowledge and Skills** | Ability to demonstrate accuracy | Essential |
|  | Organisation skills | Essential |
|  | Working knowledge and skills of ICT | Essential |
|  | Good communication skills with people at all levels | Essential |
|  | Ability to gain respect of pupils through manner of confidence and authority | Essential |
|  | Able to organise own workload in the context of varied tasks | Desirable |
|  | Financial understanding and/or management of budgets | Desirable |
|  | Ability to analyse data | Desirable |
|  | A secure understanding of the requirements of the National Curriculum Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils | Essential |
|  | A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning | Essential |
|  | Experience of effective monitoring and evaluation of teaching and learning | Essential |
|  | Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management | Essential |
|  | Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management | Desirable |
| **Personal Qualities** | Able to lead and inspire | Essential |
|  | Able to work calmly under pressure | Essential |
|  | Ability to critically evaluate own performance and make any necessary changes to be more effective | Desirable |
|  | Commitment to the Ethos of the school | Essential |
|  | Enthusiastic, honest, reliable | Essential |
|  | A passion for child-centred learning | Essential |
|  | Ability to share a dynamic vision for the implementation of programmes and projects | Desirable |
|  | A sense of purpose and ability to take personal initiative | Desirable |
|  | A sensitive, flexible, open-minded and responsive attitude to working with others | Essential |
|  | Ability to work effectively as part of a team and to have a collegiate attitude | Essential |
|  | High quality teaching skills | Essential |
|  | High expectations of pupils’ learning and attainment | Essential |
|  | Strong commitment to school improvement and raising achievement for all | Essential |
|  | Ability to build and maintain good relationships | Desirable |
|  | Ability to remain positive and enthusiastic when working under pressure | Essential |
|  | Empathy with children | Essential |
|  | Good communication skills | Essential |
|  | Good interpersonal skills | Essential |
|  | Stamina and resilience | Essential |
| **References** | Positive recommendation in professional references | Essential |
|  | Satisfactory health and attendance record | Essential |
|  | Professional reference without reservation | Desirable |