

**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 |