**Person Specification**

**FCAT Director of Maths**

|  |  |
| --- | --- |
| **Personal attributes required based on Job Description** | **Essential (E)**  **or**  **Desirable (D)**  **Criteria** |
| Qualifications  1. Degree qualification 2. Qualified Teacher Status 3. Higher degree or post graduate qualification in education, leadership or management | E  E  D |
| **Experience**   1. Demonstrable experience of leading a department to successful outcomes. 2. Demonstrable experience of teaching a broad ability range of students. 3. Demonstrable experience of rapidly raising KS3/4 attainment in maths and sustaining enhanced performance. 4. Demonstrable experience of writing, implementing and achieving improvement plans in maths. 5. Demonstrable experience of working in education within a challenging environment 6. Demonstrable experience of delivering impactful CPD in maths. | E  E  E  E  D  D |
| **Knowledge**   1. Good knowledge of leadership and management approaches and implementation. 2. Detailed knowledge of 11-16 curriculum and current developments in Maths 3. Strong knowledge of KS1 and KS2 curricula, including Mastery and how these influence KS3 and KS4 schemes of work in maths. 4. Up to date knowledge of the General Data Protection Regulation and Safeguarding legislation. | E  E  E  E |
| **Skills and Abilities**   1. Ability to teach maths to at least GCSE level. 2. Ability to work across a range of different types of academies. 3. Expert and robust people management and leadership skills, to lead by example. 4. Ability to inspire and motivate others to achieve success. 5. Strong resilience and mental toughness to operate in a challenging environment. 6. Readiness to seek and respond to advice and guidance. 7. Ability to set, expect and monitor excellent standards. 8. Strong ability and drive to achieve challenging personal and organisational goals. 9. Able to effectively use data to set targets, monitor and raise standards. 10. Excellent collaborative working skills to perform effectively as part of the wider team of the Fylde Coast Academy Trust. 11. Excellent written and verbal communication and interpersonal skills to a range of audiences. 12. The ability to negotiate, persuade and consult tactfully and effectively to achieve desirable and progressive outcomes. 13. Excellent ability to develop and maintain relationships with colleagues at every level in the organisation. 14. Strong ability to present information to others in a clear and concise way; both written and verbal. 15. Excellent ability to work accurately and with attention to detail. 16. The ability to use judgement, problem solving skills and initiative to resolve matters. 17. Excellent ability to organise and prioritise a busy workload. 18. The ability to work flexibly and respond to change on a daily basis. 19. The ability to work as an effective team leader and ensure the involvement and commitment of all team members. 20. The ability to demonstrate professional behaviour at all times, remaining calm in potentially sensitive or challenging situations. 21. The ability to work with confidence and consistency to maintain trust and assurance in the reputation of FCAT. 22. Strong analytical skills. 23. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information. 24. The ability to act as a role model to encourage and promote non-discriminatory behaviour and sustain strong equality and diversity in the workplace. | E  D  E  E  E  E  E  E  E  E    E  E  E  E  E  E  E  E  E  E  E  E  E  E |
| **Other Attributes**   1. Possess a driving licence and car to be able to travel between the different Academies within the Multi Academy Trust. 2. Evidence of continued professional development | E  D |