**Person Specification for Senior Leader - Director of Maths & Science**

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| **Criteria & Attributes** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | Graduate, QTS. | Evidence of further relevant professional study, e.g. Masters programme, SSAT or NCSL programmes | * Application form * Letter of Application |
| **Experience** | Substantial experience teaching and leading Maths successfully in secondary education. Experience of successful implementation of leading an initiative. | Evidence of significant success at middle leadership level. Proven track record in managing change. | * Application form * Letter of Application * Reference |
| **Professional Development** | Up to date knowledge of current education initiatives. Ofsted-type training on Quality of Education. Engagement in a range of other relevant courses and conferences. | Evidence of active interest in self-development, experience of planning and management staff development. | * Letter of Application * Interview |
| **Skills** | Outstanding classroom practitioner. Ability to make accurate lesson observation judgements. Well-developed coaching skills. Excellent communication skills to a wide variety of audiences including full staff. Effective leadership skills. Ability to work to tight schedules. High level of ICT literacy. | Ability to teach KS3 Science.  Skills in data manipulation, presentation, analysis and interpretation | * Letter of Application * Interview * Reference |
| **Special Knowledge** | Thorough understanding of the current Ofsted framework. Clear vision, commitment and understanding of genuinely comprehensive education. Knowledge of all areas of job description. | Knowledge of national agenda relating to areas on job description and beyond. | * Letter of Application * Interview * Reference |
| **Personal Attributes** | Proactive leader. Outstanding work ethic, passion and enthusiasm for raising standards. Clear moral purpose of school leadership. Team player. Self-motivator. Ability to make others accountable. Resilience and good sense of humour. | Ability to manage work life balance effectively. | * Letter of Application * Interview * Reference |