

St Michael's CE High School

Person Specification: Second in Mathematics

Category	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> • Well qualified graduate with qualified teacher status. • An excellent subject teacher, with a proven track record of improving student outcomes. • Evidence of continuing professional development and a commitment to the development of others. 	<ul style="list-style-type: none"> • Evidence of achieving Middle Leader qualification i.e. NPQ 	Application
Experience	<ul style="list-style-type: none"> • To have experience in teaching Maths from KS3 to KS4. • To have experience in effective networking with a variety of stakeholders. • Relevant experience at a middle management or line management within a Maths department. • To have experience of successful specialist Maths interventions. • To have experience in the mentoring and coaching of staff within a department. • To have experience in challenging conversations with a range of adults and students. • Relevant experience in organising and supporting extra-curricular activities. • Evidence of teamwork and collaboration in managing a high performing team. • Evidence of successful performance management. 		Application
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> • To have a thorough and up to date understanding of the Maths curriculum and associated challenges. • The ability to apply research to professional situations, both practical and theoretical. • The ability to use a range of techniques and research methods applicable to support adaptive teaching for the most vulnerable pupils within Maths. • Excellent communication and interpersonal skills to build positive relationships with students, staff, parents and external stakeholders. • Passionate commitment to St Michael's vision, values, ethos and inclusivity. • Has worked successfully with line managers or other staff to raise aspirations and/or achievement for learners. • Ability to identify and promote school improvement in creative and innovative ways. • Ability to maintain a positive and supportive culture. • An excellent knowledge of educational policy on safeguarding. 	<ul style="list-style-type: none"> • An in-depth knowledge and understanding of the profession, informed by current practice, scholarship and research, including a critical awareness of current issues and developments in the subject and the profession. 	Application, interview and professional references.
Personal Attributes	<ul style="list-style-type: none"> • A positive attitude towards meeting the needs of all pupils. • Ability to work collaboratively with colleagues and demonstrate cultural sensitivity and inclusivity. • Empathy, compassion, and the ability to provide pastoral care and guidance to individuals from diverse backgrounds. • The personality to engage and enthuse staff, students and parents. • Ability to work under pressure whilst maintaining an appropriate work/life balance. • Be flexible and approachable, remain resilient under pressure and show a positive and energetic attitude to work. • Be personally committed to the development and welfare of all in our community. • A commitment to the safety and safeguarding of students. 	<ul style="list-style-type: none"> • A willingness to engage in the further life of the school. 	Application, interview and professional references.