

Walsall Academy
PERSON SPECIFICATION: DIRECTOR OF MATHEMATICS

Attributes	Essential	Desirable	Evidenced Through
QUALIFICATIONS	<ul style="list-style-type: none"> • QTS status • Honours Degree in a Mathematics (or related) discipline 	<ul style="list-style-type: none"> • Further relevant qualifications in Mathematics • NPQML or SL 	<ul style="list-style-type: none"> • Proof of qualifications (compulsory)
PERSONAL QUALITIES, SKILLS AND ATTRIBUTES	<ul style="list-style-type: none"> • Lead by example showing clearly an understanding of the values of the Nolan Principles; selflessness, integrity, objectivity, accountability, openness, honesty and leadership • Ability to build and lead a team • Have a clear vision for the Mathematics Department and be able to share the vision effectively • Determination to encourage the highest quality of learning experience for all students • A commitment to equal opportunities • Ability to establish good and productive working relationships • Ability to communicate effectively with staff, students and parents • Ability to meet deadlines • Able to empathise with young people and yet be firm, fair and consistent when dealing with them • Excellent attendance and punctuality • Enthusiasm, personal dynamism, resilience and stamina • Sense of humour and perspective • Ambition • Personal presence 	<ul style="list-style-type: none"> • Track record of personal and departmental improvement • Experience of leading a Mathematics department • Ability and willingness to offer and lead on extra-curricular activities • Experience of line managing colleagues • Willingness to join SLT and lead on whole school initiatives • Further evidence of CPD specific to Mathematics teaching and pedagogy 	<ul style="list-style-type: none"> • Interview questions • Letter of application • Evidence from references • Communication

KNOWLEDGE AND UNDERSTANDING

- Secure knowledge and understanding of the concepts and skills required for the teaching of Mathematics and leading the development of curriculum
- Outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students.
- Ability to encourage and maintain an excellent standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management throughout your department
- Ability to develop other teachers through coaching and mentoring
- Ability to use a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students
- Ability to set clear and appropriate targets and make use of assessment information to promote each student's attainment and progress
- Ability to reflect on own practice
- Ability to differentiate tasks
- Ability to analyse performance data and set realistic yet challenging departmental targets

- Ability to use research evidence to inform and improve teaching
- Able to make good use of ICT as a learning resource
- Knowledge of how to give positive and targeted support to students with special educational needs

- Application letter
- Teaching a short lesson
- Interview questions
- Communication