

**JOB DESCRIPTION: ASSISTANT DIRECTOR OF MATHEMATICS (SECONDARY)**

Our Trust is currently made up of a family of three primary schools and two secondary schools. The secondary schools are Beauchamp College in Oadby and The Cedars Academy in Birstall. By September 2018 there are plans for up to four more secondary schools, from within the Leicester and Leicestershire area, to join the Trust bringing the number of children educated within the LAT to over 8000.

Ultimately, we believe that any young person from any background deserves an equal chance to be successful in whatever they choose to do. We want to share our love of learning with these young people in order to open the doors to their futures and prepare them with the knowledge and confidence to thrive in a competitive world. We hope you enjoy exploring our site and are able to gain a flavour of our trust.

**Reporting to:**

CEO for Trust-wide standards, but will be accountable to the Executive Headteacher or Headteacher for standards in mathematics, in each respective school.

The successful candidate will be wholly responsible for the quality of teaching of secondary mathematics across the Trust, the progress students make and their overall attainment at GCSE and A Level. This is an exciting opportunity to really make a difference to wide range of learners. There will be career progression opportunities for the right candidate. The successful candidate will be a highly effective leader who can lead by example and implement outstanding teaching and learning.

**Salary:**

Leadership pay range L8 – L12

**Purpose**:

* To develop a shared vision for mathematical learning across Lionheart Trust Secondary Schools.
* To ensure secondary mathematical learning is fit for purpose and enables learners to embrace the secondary curriculum with confidence and excitement.
* To improve leadership of mathematics in all Trust schools, actively promoting the 4Rs (Resilience, Resourcefulness, Reciprocity***,*** Reflectiveness) in regards to pedagogy and achievement in maths.
* To help develop a Trust mathematics curriculum across Key Stage 2-5 with clear progression in key concepts and skills, built on latest research in the field, incorporating work on the mastery of critical concepts.
* To help research, trial, evaluate, disseminate and embed pedagogies which promote achievement of all learners, including the use of new technologies.
* To monitor learning and teaching of mathematics across the Trust through classroom observation, work sampling, talking to pupils and data analysis to identify good practice to share and areas for development.
* To work alongside class teachers within Trust schools to secure high standards of learning and teaching in order to improve outcomes for all pupils in mathematics.
* To ensure high levels of expected progress at each key stage by all groups of learners.
* To lead and develop innovative approaches to intervention with key groups.
* To analyse and interpret relevant national, local and school based data and use it to inform policies, practices, expectations, targets and teaching methods.
* To demonstrate a detailed working knowledge of the aims of the different curricula operated in Trust schools and the mastery approach to mathematics education.

**Main Duties**

* To quality assure schemes of learning for all year groups so that they are highly effective and in line with National Curriculum expectations.
* To actively maintain an awareness of best practice and research in relation to mathematics, interpreting and implementing findings to suit the needs of the Trust.
* To be involved in the appraisal and performance management of designated Trust staff.

**Strategic Direction and Development of the Trust**

* To lead, inspire and embody for the pupils, staff, governors and parents, the vision, purpose and values of the Trust.
* To assist in the creation of an ethos and provide educational vision and direction which secures effective teaching, successful learning and achievement by pupils and sustained improvement in their wellbeing.
* To ensure that the leadership, management, finance, organisation and administration of the Trust support its vision, aims and values.

**Teaching and Learning**

* To teach engaging and effective lessons that motivate, inspire and improve pupil attainment, modelling outstanding practice.
* To ensure high standards of teaching and learning in order to continue the drive to raise standards of attainment and ensure all pupils make excellent progress.
* To ensure high standards of pupil behaviour, in line with the Trust and school policy and procedures.

**Leading and Managing Staff**

* To actively build a positive and collaborative team ethos celebrating strengths, creating opportunities for developing of best practice, enthusing and encouraging team members, fostering a climate of innovation and success.
* To support and develop professional learning opportunities for others, identifying and nurturing talent.
* To plan, allocate support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.

**Efficient and Effective Deployment of Staff and Resources**

* To work with senior colleagues and Trust directors to recruit, deploy and develop all staff effectively in order to improve the quality of education provided.
* To assist in setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control.
* To manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.

**Accountability**

* To be accountable for outcomes in secondary mathematics across Trust schools.
* To hold others to account in relation to provision for mathematics.
* To assist in the presentation of and take part in delivering a coherent and accurate account of the school’s performance in a form appropriate to a range of audiences, including pupils, parents, governors, the local community, OfSTED, HMI and others.
* To set high standards for the behaviour of pupils and provide support to subject staff in line with the Trust behaviour policies.

**General Responsibilities of all members of the Trust Leadership Team**

All members of the Trust /leadership Team share collegiate responsibility for the strategic management and development of the Trust schools:

* To maintain an awareness of Trust schools in all aspects: curricular, pastoral and administrative, and contribute both proactively and reactively to its smooth running.
* To actively promote Trust academy policies and procedures as part of the general task of supporting other staff in their various roles.
* To represent the Trust at meetings, presentations and other functions relevant to role.

*November 2017*

# PERSON SPECIFICATION

# Education

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| Essential | Desirable |
| * Qualified teacher status
* Relevant Degree
* Evidence of continuing professional development
 | * Post graduate qualification
* Maths Degree
* Maths SLE
* Evidence of wider professional development
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### Experience

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| Essential | Desirable |
| * An outstanding Mathematics classroom practitioner
* Experience of implementing systems and processes to aid learning, teaching and student development
* Management and experience of curriculum innovation
* Active involvement in the promotion of equal opportunities
* Experience and confidence in working with and engaging with parents and partner high schools
* Experience of policy review, development and implementation
* Working knowledge of Ofsted framework and protocol
 | * Experience and understanding of lifelong learning principles and community engagement
* Awareness and or involvement with ITT/appropriate CPD
* Experience at KS3-5
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### Knowledge and skills

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| Essential | Desirable |
| * Excellent interpersonal and teamwork skills
* Excellent communicator – sensitive and effective
* An ability to establish good working relationships with a wide range of people including students, parents, governors and colleagues
* Knowledge, skill and intelligent use of strategies to inspire and improve outcomes for students
* The knowledge and vision to put strategies into practice to meet current and future challenges
* Outstanding organisational skills to ensure efficient and effective operation
* Confidence and experience in the use of ICT for learning, teaching and admin
 | * Links to/with the wider community and world of work
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| Essential | Desirable |
| * Ambition and vision
* A commitment to sustaining and raising achievement, attainment and aspirations of all students
* Co-operative, corporate style of working
* A sense of humour and perspective
* Ability to work under pressure and remain positive, enthusiastic and resilient
* Reflective and analytical
* Unbridled optimism
* The ability to work independently, willingness to take tough decisions and face the challenges of managing change
* Energy, imagination and personal commitment
* Personal and professional commitment to the philosophies of college improvement and college effectiveness
* Potential and capacity to grow professionally and aspire further to senior leadership
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This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

*November 2017*