

Personal Specification

| Category | Essential | Desirable |
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| Qualifications and Training | <ul style="list-style-type: none"> A degree in Mathematics or a Mathematics related subject Qualified Teacher Status | <ul style="list-style-type: none"> Middle Leadership qualification |
| Knowledge | <ul style="list-style-type: none"> Knowledge and understanding of curriculum areas within Mathematics Understanding of how to use data to analyse past and current performance in order to improve outcomes. Up to date knowledge of latest specifications and curriculum developments including KS2. Secure understanding of what excellent Maths teaching looks like in the classroom. | <ul style="list-style-type: none"> Knowledge and understanding of Maths Mastery Experience of interpreting Ofsted Data Dashboard and ALPs reports |
| Experience | <ul style="list-style-type: none"> Evidence of the ability to manage and lead a key stage or curriculum initiative. Ability to teach Mathematics up to Advanced Level. Understanding and knowledge of Mathematics courses and initiatives. Evidence of the ability to manage staff, including ITT students. | <ul style="list-style-type: none"> Experience of successful leadership of, or within, a Maths department. Experience of using SISRA Analytics at a departmental analysis level. Experience of interpreting Ofsted Data Dashboard and ALPs data. Evidence of developing extra-curricular activities in Mathematics |
| Expertise | <ul style="list-style-type: none"> Evidence of being an excellent classroom practitioner. Management of Schemes of Work, standardised assessment, recording and monitoring process. Monitoring the application of rewards and sanctions within a department. Development and management of teaching, learning and assessment, including quality assurance. | <ul style="list-style-type: none"> Management of resources, including departmental budgets |
| Personal Qualities & Skills | <p>A range of personal qualities relevant to the middle management post including the following:</p> <ul style="list-style-type: none"> Team player Ability to lead others Energy Creativity Humour Flexibility Resilience | <ul style="list-style-type: none"> Ability and confidence to deliver CPD to colleagues internally and externally |



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The Hermitage Academy