**THE DURHAM FEDERATION**

**PERSONAL SPECIFICATION AND CRITERIA FOR SELECTION**

**(TEACHER –Maths)**

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| CATEGORY | ESSENTIAL | DESIRABLE |
| APPLICATION | * Supportive reference/s * Well-structured supporting letter (no longer than 2 sides of A4) |  |
| QUALIFICATIONS | * Qualified Teacher status * Degree | Further professional Qualifications |
| EXPERIENCE | * Good knowledge and understanding of the national expectations in relation to Maths * Experience of working successfully as a member of a curriculum area in a school * Successful teaching of Maths, with lesson observations that are good or outstanding * Excellent Literacy/Numeracy skills * A proven track record of raising academic standards in Maths * A proven track record of developing an appropriate  Maths curriculum * Good knowledge and understanding of use of data to establish benchmarks and set targets for improvement * A clear understanding of the role of data and Intervention on raising standards | * Teaching experience in more than one establishment * Evidence of responsibilities over and above class teaching * Evidence showing good progress for students in Maths |
| PROFESSIONAL DEVELOPMENT | * Evidence of CPD which has had impact | * Evidence of active interest in staff development |
| SKILLS | * Ability to communicate effectively in a variety of situations * Developing leadership skills * High level of emotional intelligence | * Can offer a range of teaching styles and possibly other subject/s |
| SPECIAL KNOWLEDGE | * A clear vision and understanding of the needs of students including those with special needs, gifted and talented * Appreciates role of school within its community and vice versa * Supportive of the school’s safeguarding procedures | * Use of ICT in supporting all aspects of school and professional life |
| PERSONAL ATTRIBUTES | * High standards of integrity and be a positive role model * Ability to demonstrate enthusiasm and sensitivity whilst working with others * Ability to initiate and manage change with successful outcomes * Caring attitude towards students and parents * Emotional stability, can cope with pressure and use humour to good effect * Ambition to progress further in due course | * Flexibility and adaptability in order to be able to mix and work with a wide range of people * Interests beyond teaching/school |