

**St Oscar Romero Catholic School**  
**Second in Mathematics**  
**Person Specification**

Essential	Desirable
<b><i>Experience, Qualifications and Skills</i></b>	
<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Excellent classroom teacher</li> <li>• Good knowledge of KS2, KS3 &amp; KS4 Mathematics Curriculum</li> <li>• Relevant experience of working in an education context</li> <li>• Good knowledge of issues in Mathematics education</li> <li>• Relevant degree or equivalent qualification</li> <li>• Regular and relevant professional development</li> <li>• Experience of working with others in the wider community</li> <li>• Devising exciting and stimulating lessons and implementing exam board specifications</li> <li>• Be comfortable with and have reasonable competence in literacy and numeracy</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant experience of curriculum development in respect of Mathematics across a school.</li> <li>• Masters degree or further relevant qualification</li> <li>• Ability to use data appropriately to inform intervention.</li> <li>• Overseeing systems of monitoring, evaluation and review</li> <li>• Experienced in/knowledge of performance management (or appraisal systems)</li> <li>• GCSE examiner</li> <li>• Experience as a pastoral tutor and/or mentoring young people</li> </ul>
<b><i>Leadership and Management</i></b>	
<ul style="list-style-type: none"> <li>• The ability to build, trust, lead and motivate</li> <li>• A clear understanding of pedagogy and the ability to articulate and put it into practice successfully</li> <li>• Knowledge of development and improvement planning</li> <li>• Knowledge of the implementation of current national initiatives, thinking &amp; practice</li> <li>• The ability to anticipate and solve problems</li> <li>• Being adept at developing students strengths</li> <li>• Strong team player and leader</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leadership</li> <li>• Carrying through change and innovation</li> </ul>
<b><i>People and Relationships</i></b>	
<ul style="list-style-type: none"> <li>• The ability to earn the confidence of the whole community</li> <li>• The ability to inspire a team</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with a committed Governing Body</li> <li>• Establishing constructive partnerships with outside bodies and the LA</li> </ul>
<b><i>Personal Qualities</i></b>	
<ul style="list-style-type: none"> <li>• A strong commitment to improving educational opportunities and raising standards of achievement</li> <li>• High expectations</li> <li>• Good interpersonal and listening skills, and a commitment to genuine consultation</li> <li>• Good and confident communication skills</li> <li>• A strong commitment to personal and staff development, team working and empowerment</li> <li>• Fairness and resilience</li> <li>• Analytical thinker</li> <li>• Sensitive problem solving skills</li> </ul>	
<b><i>Others</i></b>	
<ul style="list-style-type: none"> <li>• Committed to promoting a Catholic ethos</li> <li>• A passion for learning</li> <li>• Ability to diagnose and intervene to improve performance for adults/students</li> <li>• Desire to improve inclusivity</li> <li>• Evidence of attending and awareness of the planning, delivering and evaluation that goes into parental engagement events such as Open Days and Evenings.</li> </ul>	