

### NOTE TO CANDIDATE:

- The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.
- The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the 'Essential Criteria'.
- The **How Identified** column shows how the academy will obtain the necessary information about you.
- If you feel you meet the 'Essential Criteria' or 'Desirable Criteria', you **MUST** include enough information to show how you meet this criteria in your application. You should include examples from your paid or voluntary work.

|                                    | ESSENTIAL<br>CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | DESIRABLE<br>CRITERIA                                                                                                                                                                                                                  | HOW<br>IDENTIFIED |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| <b>Qualifications and Training</b> | <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Relevant Degree</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Honours or Higher degree                                                                                                                                                                                                               | Application       |
| <b>Skills and Experience</b>       | <ul style="list-style-type: none"> <li>• Experience of 11 – 16 mathematics teaching</li> <li>• Organisational skills</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>• Ability to support less experienced members of staff.</li> <li>• Experience of analysing data and setting curricular targets.</li> <li>• Ability to lead a team.</li> </ul>                   | Interview Process |
| <b>Knowledge and Values</b>        | <ul style="list-style-type: none"> <li>• Ability to articulate a sound educational philosophy in line with the school's aims.</li> <li>• Have a clear vision for the long-term development of the mathematics department.</li> <li>• A love of mathematics.</li> <li>• Ability to deliver schemes of work which help promote engagement, equity, enterprise and excellence for all pupils.</li> <li>• Knowledge and understanding of the effective use of intervention strategies.</li> <li>• Record of delivering consistently good to outstanding lessons.</li> </ul> | <ul style="list-style-type: none"> <li>• IT skills to support pupil learning.</li> <li>• Understanding of excellent practice in mathematics teaching.</li> <li>• Knowledge of recent and planned developments in education.</li> </ul> | Interview Process |

|                           | ESSENTIAL<br>CRITERIA                                                                                                                                                                                                                                            | DESIRABLE<br>CRITERIA                      | HOW<br>IDENTIFIED |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------------|
| <b>Personal Qualities</b> | <ul style="list-style-type: none"> <li>• Ability and willingness to work with both colleagues and pupils.</li> <li>• Commitment to further professional development.</li> <li>• Commitment to the school's continued success.</li> <li>• Team player.</li> </ul> | Commitment to extra-curricular activities. | Interview Process |