

St Bede's Catholic College, Bristol
Head of Mathematics - Management Allowance
Person Specification

Criteria	Essential	Desirable
Catholicity	<ul style="list-style-type: none"> ▪ Willingness to support the Catholic character of the college 	<ul style="list-style-type: none"> ▪ Practising Catholic ▪ Active involvement in the life of the Church
Qualifications	<ul style="list-style-type: none"> ▪ Graduate or equivalent ▪ Qualified teacher status 	<ul style="list-style-type: none"> ▪ Good honours graduate ▪ Higher degree ▪ Management qualification
Teaching	<ul style="list-style-type: none"> ▪ Excellent classroom practitioner ▪ Ability to teach to A level standard ▪ Proven ability to motivate and challenge pupils to achieve high standards ▪ Excellent classroom management skills ▪ Evidence of good value added – good examinations record ▪ Ability to use ICT effectively in teaching 	<ul style="list-style-type: none"> ▪ Teaching experience in at least two schools
Personal Qualities	<ul style="list-style-type: none"> ▪ Evident leadership potential ▪ Ability to develop and maintain good relationships with pupils and staff ▪ Ability to communicate clearly in a variety of forms ▪ Flexibility and a good sense of humour ▪ Clear thinker ▪ Optimistic disposition ▪ High Emotional Intelligence ▪ A desire to achieve and be highly successful 	
Management Skills	<ul style="list-style-type: none"> ▪ Ability to initiate and carry through change effectively ▪ Ability to prioritise effectively and meet deadlines ▪ Good knowledge of self-review, evaluation and how to determine impact ▪ A clear vision of what makes a good school and the ability to use this to support faculty improvement ▪ Effective people and team management skills ▪ Ability to hold people to account for their own performance ▪ Expertise in the intelligent use of data to help secure improvements in achievement ▪ Ability to resolve conflict in a constructive and sensitive manner ▪ Ability to make rational decisions that may be unpopular ▪ Ability to bring about success through others 	
Professional Development	<ul style="list-style-type: none"> ▪ Up-to-date knowledge of curriculum developments ▪ Recent management training or experience 	<ul style="list-style-type: none"> ▪ Clear vision of one's own career path ▪ Evidence of on-going professional skills development
Health	<ul style="list-style-type: none"> ▪ Excellent Health ▪ Excellent Attendance Record ▪ Stamina 	
Application	<ul style="list-style-type: none"> ▪ Ability to address succinctly the essential characteristics of this post ▪ Include data on recent GCSE results for your classes as well as the 5A*-C E/M results of your school and your AS and A level results, for the past year. 	
References	<ul style="list-style-type: none"> ▪ Two good professional references 	<ul style="list-style-type: none"> ▪ Personal referee or Parish Priest reference