

SMR/jke

March 2018

Dear applicant

There has never been a more exciting time to join our Trust and be part of an exciting and vibrant team. I am delighted to attach the details and application form for the position of Director of Primary mathematics. The successful applicant will have the opportunity to develop the leadership and teaching of mathematics across a range of primary schools within West Sussex. We are hoping to appoint two Directors; one who will be employed by DMAT based at Durrington High School and one employed by based there will be many opportunities to plan and work together.

It is the Trust's vision and ethos that all students receive the best possible education and opportunities. I believe staff are our greatest asset and as a staff team, we are whole- heartedly committed to student progress and well-being; we 'go beyond our best'.

What can Durrington Multi Academy Trust offer you?

- Opportunities to develop in role and promotion for staff with the zest and desire to progress in their career.
- The opportunity to work with amazing young people and colleagues who are passionate about what they do.
- Health, well-being and work-life balance are extremely important to us. All staff are part of a health insurance scheme, having access to a range of support from external agencies and a free flu vaccination. We are always reviewing and seeking to add additional benefits for staff.
- You will be working alongside people who are at the forefront of educational development, nationally and internationally. In 2017 Durrington High School were proud to have been appointed as one of only twenty-two Research Schools nationally.

We are seeking an ambitious practitioner committed to excellence. If *you* want to make a difference, are flexible and motivated by challenge, and willing to continue learning, I look forward to receiving your application. Please return the application form with a supporting letter (maximum 2 sides of A4) addressing the following points:

- Why you would like to be Director of Mathematics?
- How your skills, experience and prior impact make you a strong candidate.
- How you would improve outcomes at KS2 within a school.
- Why you would like to work with DMAT and what would you bring to our trust?

Closing date 9am 12 March 2018

Strong candidates may be invited to interview before the closing date. If you would like to discuss your application or visit us prior to applying please contact Justine Kentfield on 01903 705610.

Please note that, because of the nature of this job, if you are successful in your application you will be subject to an enhanced Disclosure and Barring Service (DBS) with barred lists check. This will be done by means of applying for a DBS certificate through the Disclosure and Barring Service. Disclosures include details of cautions, reprimands or final warnings as well as convictions, spent or unspent.

Yours sincerely

Ms S Marooney
CEO DMAT

Durrington Multi Academy Trust

Director of Primary Mathematics

JOB DESCRIPTION

What is the purpose of the job?

- ◆ To work with primary schools to develop great teaching, learning and leadership of mathematics resulting in excellent progress and outcomes for pupils.
- ◆ Be responsible for safeguarding and prioritising the welfare of children

What do you have to achieve?

- ◆ Lead schools in developing a strategic plan to improve mathematics outcomes at KS2
- ◆ Provide effective leadership to staff, being a role model for great teaching of mathematics
- ◆ Work with staff to develop effective use of data
- ◆ Provide a range of effective interventions that staff can utilise
- ◆ Develop subject knowledge of staff in identified primary schools
- ◆ Develop teaching in KS2 so that staff are competent and confident to ensure challenge for all students
- ◆ Provide resources, deliver training and engage in team planning and teaching
- ◆ Ensure that staff are clear about the expectations of the National Curriculum

What are the job particulars?

- ◆ DMAT leadership scale L1 – 5 (£39,763 - £43,884)
- ◆ Accountable to the CEO DMAT
- ◆ The activities outlined in this job description are in addition to those covered by the latest Schools Teachers' Pay and Conditions Document. It may be modified by the CEO, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. The CEO may, from time to time, ask the post-holder to perform additional reasonable activities and responsibilities appropriate for someone at this level.

Activities – what do you have you have to do?

- ◆ Carry out an audit of identified schools, identifying strengths and areas to develop and then produce a time-line and plan to secure improvements
- ◆ Review data with Headteacher and leaders in the school to ensure stuck/underachieving students with an emphasis on disadvantaged students make good progress
- ◆ Lead teaching and learning work within identified schools in West Sussex, working with colleagues
- ◆ Provide regular reports to a variety of stakeholders on the progress and impact of work undertaken
- ◆ Provide support in increasing communication and work with parents/carers
- ◆ You will be expected to be able to demonstrate good student progress and that evidence informed research is part of your usual practice.
- ◆ Work with senior leaders from DMAT and other primary schools

Person Specification

Leadership Attributes	Essential	Desirable
Personal drive and accountability	Uses a range of strategies and techniques, to enhance own and others effectiveness; motivating others to succeed through your leadership/work. Able to demonstrate significant and sustained impact within a mathematics leadership role.	Evidence of leading an area that has made a significant impact across the school in relation to one or more key school outcome measures. Improving outcomes for disadvantaged students.
Experience	A minimum of 2 years leadership experience Successful impact in a range of areas within your current role. The ability to effectively and efficiently interpret and correlate a range of data streams, drawing summative conclusions which are then acted upon.	Leadership role in a school with a truly comprehensive intake. Evidence of leading teams that have demonstrated high impact of working at a strategic level to bring about positive change for staff/students.
Specialist knowledge	A detailed understanding and experience of the Primary Mathematics Curriculum. Knowledge of current best practice in relation to student progress and outcomes. A secure knowledge and understanding of pedagogy that leads to effective learning in mathematics	Mastery Programme. A range of interventions that lead to accelerated progress being made by learners.
Delivering continuous improvement	Involve and inspire stakeholders to support your leadership. Sets out vision and pathways to achieving this within teams led. Evidence of being able to successfully blend strategic planning and operational work to achieve goals. Evidence of effective evaluating of the impact of actions taken.	
Impact and influence	Uses direct and indirect influence to gain support, build alliances and secure support before presenting proposals or making decisions.	

Resilience and emotional maturity	Resolves conflict in a calm, restrained way, with empathy and seeks support appropriately. Implements appropriate decisions that lead to improvement even if difficult. Responds positively when faced with personal criticism or setbacks, maintaining a sense of perspective. Has significant capacity and resilience. Ability to manage time well.	
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