

Hills Road Sixth Form College

Appointment of: Director of Maths

Location: Cambridge



Shape
the
future



Hills Road
Sixth Form College
Cambridge



Welcome from the Principal

Thank you for your interest in Hills Road Sixth Form College and in this post. We really hope that the information in this booklet will support you in making an application to our College and will provide all you need for deciding whether we're right for your next career step. We hope we are!

Choosing an institution where you find a fit in terms of ethos and values is hugely important. Hills Road Sixth Form College enjoys a strong national reputation, having topped Sixth Form College performance league tables for many years. But that doesn't make us complacent. We still want to improve the ways in which we work with young people to get the best for them and from them, whatever that might take.

We are therefore looking for a colleague to join us who shares that drive and wants to ensure that the department they are joining continues to achieve excellent outcomes. Everything we achieve relies on the quality and commitment of our staff team, whatever their role in the College, and we are keen to recruit colleagues for whom excellence comes as standard. Excellence is one of our six core staff values, together with Kindness, Integrity, Diversity, Respect and Community. We want you to know that you will be joining a diverse, welcoming community where you will continue to grow professionally. We are lucky to have colleagues here who are not only committed to our values but also to young people and the potential within each one of them to be brilliant at something they've not yet tried.

As a busy, vibrant community with around 2,970 young people, there's always a great deal going on and lots to be part of and take part in. Extra-curricular opportunities abound and we hope you will want to get involved with the extraordinary range of activities that is on offer. We have an on-site sports centre, including a fully equipped gym, plus squash and tennis courts, to which all staff colleagues have free membership, and our staff wellbeing programme includes access to on-site talking therapy, fitness and relaxation sessions. If you would like to talk through a prospective application or to explore the College's ethos and values a little more, please don't hesitate to make contact for an informal chat.

Finally, I do appreciate the time commitment involved in completing a job application and, if you do decide to apply, can I thank you for the investment of time you have chosen to make. Whatever the outcome, can I wish you all the very best with your future career, wherever that may be.

With very best wishes

Jo Trump
Principal

Director of Maths

Permanent, full time

From £63,762 to £67,946 per annum, depending on qualifications and experience

(SFC Leadership Spine L3-L5)

Hills Road Sixth Form College is looking for an innovative and inspirational Director of Maths with a flair for excellence in teaching and learning, eager to build on the success of a leading Maths education team. Come and help us shape the future!

Recently rated 'Outstanding' again, Hills Road Sixth Form College continues to enjoy a strong national reputation for excellence. Our success is built on a culture of continual reflection and refinement, underpinned by a coaching culture that supports the growth and development of both students and staff. We are ambitious for our community and work collaboratively to ensure that our practice evolves to meet the needs of a changing educational landscape. At the heart of our work is a commitment to both academic excellence and to a happy, healthy and caring environment, which enables every individual to thrive.

If you are excited by the opportunity to work in a team committed to the very best standards of education, at a Sixth Form College where you can inspire highly motivated students to engage with your subject passions at an advanced level, we would love to hear from you.

We offer a wide range of competitive benefits including a generous pension scheme, free use of the College sporting facilities, free on-site parking, cycle to work scheme, as well as discounts on all our Adult Education courses.

Closing date: Thursday 12th March at 9.00am

Interviews: Week commencing Monday 23rd March 2026

We reserve the right to close this vacancy early if we receive sufficient applicants for the role. Therefore, if you are interested, please submit your application as early as possible.

Details and an application form for the above post may be obtained from our website www.hillsroad.ac.uk

The College is committed to safeguarding and promoting the welfare of its students and staff and expects all members of the College community, volunteers and visitors to share this commitment. The College actively promotes equality and diversity and welcomes applications from all sections of the community.

Information for applicants

The Post

The College is seeking to appoint a permanent, full-time Director of Maths from August 2026. This is an exciting opportunity for an exceptional and forward-thinking Maths specialist to lead one of the College's most successful departments into its next phase of development.

As Director of Maths, you will provide clear and collaborative leadership, driving curriculum development and securing consistently high standards in teaching, learning and assessment. You will support colleagues to refine their craft, share effective practice and use progress information intelligently to sustain outstanding outcomes. Energised by innovation and receptive to feedback, you will have a deep commitment to post-16 education and continuous improvement.

This role offers the rare opportunity to focus exclusively on A Level teaching within a specialist sixth form environment, working with bright, motivated students while leading colleagues to deepen subject expertise and pursue excellence as a shared endeavour.

Given the size and significance of the department, the Director of Maths sits on the Curriculum Leadership Team. This group meets weekly (and prior to the academic year) and plays a central role in shaping strategic developments in curriculum, teaching and learning, and professional development across the College. Due to the strategic input involved in this role, this is a term-time post plus three additional working days, which are usually worked prior to the start of the summer term.

Whether you are an experienced Head of Department seeking a fresh challenge or an ambitious and highly effective teacher ready to step into senior departmental leadership, you will combine subject expertise with a strong commitment to collaboration, staff development, and the success and wellbeing of every student.

Dependent on experience, the post will be paid between L3 and L5 per annum. This role also comes with 6 periods of time remission. In the first year in post as a new Head of Department, the post holder will be given an additional one period of time remission to support their induction into the new role. A full-time teacher teaches 20 teaching periods of 65 minutes a week. Therefore, in the first year of employment this post will teach 13 periods and receive 7 in time remission.

The job description and the person specification relevant to the post are enclosed.

The Department

The department currently comprises eleven full-time and eleven part-time teachers, alongside two support assistants. It is a highly experienced and supportive team, bringing together a wealth of teaching expertise and a diverse range of professional backgrounds. There is a strong culture of continual development and collaboration, with colleagues regularly sharing ideas and refining practice – not only in formal department meetings, but also informally over tea and coffee, often accompanied by biscuits or home-made cake!

To facilitate communication and decision-making, the department holds regular departmental meetings, chaired by the Director of Maths and supported by the two Seconds in Department.

Students

There are currently approximately 1500 students in the department. They are generally extremely well-motivated and able, with the vast majority progressing to higher education courses, many involving the study of Mathematics. The teaching is rewarded by the rapid development and achievements of our students, who readily acknowledge the high level of support they receive from their teachers.

Courses Offered

We offer courses in both Mathematics and Further Mathematics (both AQA board) taught in parallel, with all students studying together in Maths classes and Further Maths students studying Further Maths in separate classes. In Further Maths, all students study the discrete option in Year 12 and have the choice of Further Statistics or Further Mechanics in Year 13.

Most sets contain approximately twenty-three students. Some sets are taught by a sole teacher and some by two teachers.

	Number of sets in Year 12	Number of sets in Year 13
Mathematics	36	35
Further Mathematics	10	7

Examination Results

In 2025, students achieved outstanding results as shown in the table below:

	% A*	% A*-B grades	% A*-E grades
Maths	26%	81%	100%
Further Maths	46%	93%	100%

Accommodation and Resources

The department currently occupies a suite of fourteen teaching rooms, a staff base room and study rooms where students can receive support from our two gap-year assistants. All teaching rooms are equipped with computers and digital interactive whiteboards. All staff are issued with a laptop with the added function of digital inking.

Hills Road Sixth College operates a Bring Your Own Device approach with all students bringing their own laptops and devices to work on in the classroom. As such, most of our departmental and College resources are digitally shared, and we strive to equip our young people with the digital literacy they need for the next step in their life.

Extra-curricular Activities and Enrichment Opportunities

Students have the opportunity to enter the Senior UK Maths challenge, and every year many students progress to the Olympiad and Senior Maths Kangaroo events. The department also organises two trips each year to Maths inspiration lectures in Cambridge and Mathsfest in London. At lunchtimes, stretch and challenge enrichment sessions are offered to first year students who want to enrich their study of Mathematics.

Student Support

The department employs two gap-year assistants who provide small group intervention for students in the College day. In Year 13, two Mathematics classes become 'support sets,' where students who need additional support receive extra teaching-time. The department also provides lunchtime classes to support students who face additional assessments when they apply to university. Around fifteen per year apply to study Mathematics at Cambridge or Oxford and many others apply to study Mathematics or mathematically-based subjects at universities with demanding entry requirements.

I hope that we have been able to provide a flavour of the department through the details in this booklet. Please do not hesitate to contact me if you have any queries that I can help with regarding any details of the post or person specification. My contact details are below.

I should like to thank you in advance for your interest in this post. We have a very well-established and committed team, and we hope very much that you will be interested in joining us.

Ali Kirkman
Vice Principal – Staff and Student Learning
akirkman@hillsroad.ac.uk

Job Description

Director of Maths

Purpose: Within the context of the College's Strategic Plan, to take a lead role in developing, planning and implementing teaching and learning within the department, to represent the interests of the department within the College, and to participate in whole-College developments.

Reports to: Vice Principal – Curriculum and Inclusion

Main Accountabilities:

Curriculum Planning and Development

- Provide a range of courses suited to the abilities and aspirations of all students within the department
- Develop good teaching and learning practices to enable all students to grow in independence and achieve their academic and personal potential
- Lead members of the department in identifying key curriculum aims and objectives and to initiate action and change, where appropriate

Liaison and Progression

- Support the successful transition of students from their previous school
- Contribute to the provision of subject-related careers/further/higher education advice
- Provide information about, and to promote, the department's courses in collaboration with the Director of Marketing and Admissions
- Develop links with colleagues in post-16 centres and in partner schools
- Develop links with the wider community, where appropriate
- Participate in the interviewing of prospective students as reasonably required

Managing People and Communication

- Plan, and contribute to, the recruitment of staff in accordance with College procedures
- Take responsibility for the induction of new members of staff in accordance with College procedures during their six-month Probationary Period
- Ensure that all staff for whom the post holder is responsible receive adequate support and training for their role including undertaking staff appraisals and dealing with performance issues if needed
- Communicate effectively College and departmental procedures and policies to all members of the department

- Promote and explain departmental issues to other audiences e.g. Parents, Governors, Staff, Prospective Students
- Deploy departmental staff appropriately and to plan departmental timetabling and room allocation
- Plan and organise the work of technical and support staff, where appropriate
- Manage the placement of student teachers, where appropriate
- Promote collaborative and effective teamwork within the department

Managing other Resources

- Manage the finances of the department
- Advise on the provision of appropriate departmental facilities and accommodation
- Manage departmental resources, including ICT, Library and Open Learning resources
- Advise the Director of Estates and Facilities of the maintenance needs of the department

Quality Assurance

- Monitor student performance data and take appropriate action
- Plan and maintain appropriate record-keeping procedures, including the provision of a subject Progress Review for each student and the use of Mark Book

Curriculum Leadership Team

- Working with other members of the Curriculum Leadership Team, to take a lead role in encouraging and implementing innovative and effective approaches to teaching and learning across the College, including facilitating the sharing of excellent practice and leading on CPD, where directed
- Play a full and active part in the Quality Assurance programme
- Play a full and active part in the Curriculum and Guidance Leadership Team to ensure join up between Curriculum and Guidance teams

Accountabilities that relate to all staff at the College

- Demonstrate behaviour and values consistent with the person specification for this role
- Promote equality of opportunity in accordance with the College's Equality and Diversity Statement
- Comply with all College policies and procedures. This includes those where each member of staff has an individual duty to act and for which the College can be held vicariously responsible for the actions of its employees:
 - equality and diversity
 - safeguarding the welfare of young people
 - health and safety

Person Specification for Director of Maths

	Essential	Desirable
Qualifications, training and experience	<ul style="list-style-type: none"> • Good honours degree in Maths or a related area • Teaching qualification • Substantial experience of teaching A level Maths / Further Maths • Extensive and proven experience of enabling students to achieve their full potential • Experience of leading on teaching and learning initiatives • Evidence of an appetite for relevant CPD • Strong understanding of digital and inclusive teaching approaches • High levels of competence in the use of IT for progress monitoring 	<ul style="list-style-type: none"> • Experience of leading a team to achieve effective outcomes • Good understanding of current development in post-16 education • Coaching qualification or willingness to undertake one

In addition, the successful candidate will demonstrate, or have potential to develop, strengths in the following areas:

Classroom teaching	<ul style="list-style-type: none"> • The ability to deliver engaging, well-planned lessons that secure strong student progress and high levels of attainment • Excellent subject knowledge and the capacity to use varied, including digital, resources effectively • A clear commitment to maximising student potential and supporting individual learners • Creativity and thoughtfulness in contributing to curriculum and scheme of work development
Leadership of Teaching & Learning	<ul style="list-style-type: none"> • Clear strategic thinking in developing teaching and learning within a team • A collaborative and coaching-focused approach to improving practice • Enthusiasm for engaging staff and students in continual refinement of teaching and learning

Managing & Developing People	<ul style="list-style-type: none"> • An adaptable, people-centred leadership style aligned with the College values • The ability to delegate effectively and foster a culture of optimism and collaboration • A strong commitment to staff development and equality of opportunity • Well-developed interpersonal, diplomatic and negotiating skills
Organisation & Communication	<ul style="list-style-type: none"> • Strong organisational skills and the ability to manage time and priorities effectively • The confidence to run purposeful meetings and meet deadlines • Excellent communication and listening skills, including coaching capability • The ability to represent the department and College positively and professionally
Problem-solving & decision-making	<ul style="list-style-type: none"> • Sound judgement, initiative and the ability to develop effective solutions • Flexibility and resilience in responding to changing contexts
Focus on quality	<ul style="list-style-type: none"> • The capacity to monitor departmental performance and take appropriate action • A sustained commitment to high standards and continuous improvement
Professional Responsibilities	<ul style="list-style-type: none"> • A willingness to contribute to the wider life and ethos of the College • The ability to build strong professional relationships and deploy support staff effectively • Openness to professional development and responsiveness to feedback • Confidence in communicating with parents/carers about students' progress and wellbeing
Personal & Professional Conduct	<ul style="list-style-type: none"> • A commitment to treating students with dignity and respect, maintaining appropriate professional boundaries • A clear understanding of safeguarding responsibilities and statutory duties • Respect for the rights of others and support for fundamental British values • Professional integrity in ensuring personal beliefs are expressed appropriately

How to Apply

Applicants are asked to do the following:

- complete the online [Hills Road Sixth Form College application form \(Part 1\)](#)
- complete the online [equality and diversity monitoring form \(Part 2\)](#)
- write a supporting statement of application (no more than 1,000 words)
- supply a brief CV

The online application forms ([Part 1](#) and [Part 2](#)) are available at the links above, and on the College's webpage for this vacancy. When completing Part 1, you will have the opportunity to upload your CV and provide a Supporting Statement of Application. Once you have submitted Part 1, you should then proceed to Part 2 (Equality and Diversity Monitoring form). All documents should be submitted **by 9am on Thursday 12th March 2026**.

Please note that applications received after the closing date may not be eligible for consideration. If Human Resources have not contacted you by Friday 20th March, then unfortunately your application has not been successful.

Interviews will be held in the week commencing Monday 23rd March.

Hills Road Sixth Form College will base its decision as to whether to invite you for interview solely on the details provided on your application and how well they match the criteria for this post.

In accordance with Home Office guidance, successful candidates will be required to evidence their right to work in the UK before commencement of employment. The successful candidate therefore must be able to demonstrate their right to work during the recruitment process.

Hills Road Sixth Form College is committed to ensuring equal opportunities in all aspects of employment and selects staff on merit, irrespective of race, religion, sex, disability or age. You are not obliged to complete the equal opportunities monitoring form, but any information given will help us to monitor the effectiveness of our equality and diversity policy.

If you have a disability, you are invited to request any special arrangements you may require for interview, or any adjustments you may anticipate would be needed in your working arrangements, by contacting the Human Resources Team on 01223 278063 (direct line). Further information about accessibility to the site can be found on our website under 'Equality and Diversity/Site Plan' and also from 'AccessAble: www.accessable.co.uk

Thank you for your interest in this post and in the College. We do hope that you will decide to apply, and we should like to thank you in advance for taking the time and trouble to do so. For more information about working life at the College, please go to our website <http://www.hillsroad.ac.uk>

Human Resources



Shaping the future through opportunity, quality and achievement



Supported by a caring and learning community.

