

## Person Specification

Job Title: **Teacher of Modern Languages – French and Spanish**  
 Grade / Salary: **MPG/ UPS**

It is recognised that candidates may not meet all of the Essential criteria but we are looking for the best fit for our students and school.

### EDUCATION

		Evident in Application	Evident at Interview
<i>Essential</i>			
1.	Qualified teacher status	✓	
2.	A degree in relevant field	✓	
3.	Evidence of recent and relevant training of CPD	✓	

### EXPERIENCE

<i>Essential</i>			
5.	Evidence of excellent teaching ability and successful impact on student progress across all Key Stages.	✓	
6.	A good track record of academic examination results.	✓	
7.	A good knowledge and awareness of developments in the Modern Languages (specifically French and Spanish) Curriculum and other statutory requirements.	✓	
8.	A sound understanding of planning and assessment for learning.	✓	
9.	The ability to communicate effectively and appropriately with staff, students and parents/carers, and to be able to prepare reports, profiles and maintain clear and comprehensive records.		✓
10.	An awareness of the range of strategies to address the differing needs which exist in the mixed ability classroom, and which include EAL learners.	✓	
11.	A commitment to raising achievement and experience of devising and implementing successful strategies in order to do this.		✓
12.	A familiarity with Information Technology and with its educational uses as well as an ability to use IT effectively to fulfil administrative requirements.	✓	
13.	Ability to be assertive		✓
14.	Willingness to work with the Headteacher in implementing school vision		✓
15.	Excellent behaviour management skills	✓	✓
17.	Ability to manage educational and physical resources		✓
18.	Ability to liaise with Inspectors and outside agencies		✓
19.	Ability to interpret DFE regulations and to develop appropriate policies	✓	✓
20.	Good administration and organisation skills		✓

21.	Ability to work collaboratively		✓
22.	Ability to recognise individual staff strengths and to promote CPD		✓
23.	Good written communication	✓	✓
<i>Desirable</i>			
24.	Proven administrative and organisational skills.		✓
25.	An understanding of target setting and action planning.	✓	✓
26.	An understanding and appreciation of the value of interesting and stimulating display and other motivational materials.		✓
27.	Innovative and creative approach		✓
28.	Ability to evaluate the use and performance of existing materials and equipment and to purchase new equipment and learning materials.		✓
29.	To be able to make decisions about the best use of equipment in planning lessons.		✓
30.	Experience of working sensitively with the parent community		✓

**PERSONAL**

<i>Essential</i>			
31.	Evidence of energy, enthusiasm and resilience.		✓
32.	A strong sense of loyalty to the school.	✓	
33.	Evidence of effective team work.	✓	✓
34.	An ability to maintain professional integrity even when under pressure.		✓
<i>Desirable</i>			
35.	Good sense of humour and perspective.		✓
36.	An interest in developing professionally.	✓	✓

February 2026

Signed: .....

Dated: .....