

Person Specification

(These will be assessed through a combination of letter, application form, tasks and interview)

Job Title: **Head of Department: Modern Foreign Languages**

Specification	Essential	Desirable	Assessed
Education/training	• Good Honours degree or equivalent in relevant subject • Qualified Teacher Status • Recent relevant in-service training	• Post graduate study or qualification	Application
Experience	• Successful teaching experience in the secondary sector • Ability to teach KS3 French and Spanish • Ability to teach KS4 & KS5 French or Spanish	• Working cross curricular • Liaison with community partners • Experience of leading curriculum development and sequencing in KS3 – KS5 • Proven record of leading extra-curricular activities within subject area and beyond, and of celebrating performance	Application and references
Skills/Attributes	• An excellent practitioner • Ability to lead and inspire • Ability to develop an effective team • Ability to negotiate, delegate, consult, direct • Ability to operate as part of a team. • Ability to initiate, develop, implement and monitor policies • Ability to mentor and develop skills in others • Ability to motivate staff and pupils		Application, interview and references

Specification	Essential	Desirable	Assessed
	• Ability to learn from experience • Ability to effectively collect, analyse and evaluate data • Ability to use ICT to support the role • Ability to plan, deliver and monitor effective intervention		
Knowledge	• Detailed knowledge and evidence-based understanding of outstanding MFL curricula, including for pupils with SEND and those who are disadvantaged. • How to improve learning and teaching in given subject • AfL strategies • Staff development strategies • Whole school awareness of current practice, developments and curriculum reforms	• How to improve learning and teaching across the whole school	Application, interview and references
Personal Qualities	• Commitment to comprehensive education • Vision, imagination and leadership skills • Sensitivity to the needs of others • Ability to work under pressure • Ability to adapt to changing needs and circumstances • Sense of humour • Enthusiasm • Integrity • Written communication • Verbal communication • Presentation skills • Honesty • Resilience • Time management • Personal organisation • Tenacity • Ability to be a role model • Maintaining perspective		Application, interview and references