

**Arden  
Person Specification – Head of Spanish**



	<b>Essential</b>	<b>Desirable</b>	<b>Methods of Assessment</b>
<b>Qualifications</b>	<p>QTS status by the time of the commencement of the post</p> <p>Qualified to Degree Level in a relevant subject</p> <p>Willingness to undertake further training</p> <p>Takes responsibility for professional development</p>	<p>At least 2.1 level degree in relevant subject</p> <p>Strong A-Level grades in relevant subject(s)</p> <p>Middle leadership qualification, such as NCSL or MLDP</p> <p>Evidence of continuous INSET and commitment to personal development</p>	Application Qualifications
<b>Experience</b>	<p>Successful and relevant secondary teaching experience of MFL across KS3 and KS4</p> <p>Excellent outcomes in MFL results at GCSE and/or A Level</p>	<p>Ability to teach Spanish at A Level</p> <p>Experience of leading and managing other team members/members of staff</p> <p>Experience in embedding curriculum developments that have resulted in raised attainments and excellent student progress</p> <p>Experience of monitoring and giving accurate feedback to colleagues, including observation of teaching, resulting in improved outcomes</p>	Application References Interview
<b>Knowledge</b>	<p>Secure knowledge of the GCSE MFL curriculums</p> <p>Excellent subject knowledge and skills as a classroom practitioner</p> <p>Knowledge and understanding of the requirements of high-quality teaching/pedagogy</p> <p>Understanding of relevant equal opportunities, health and safety and safeguarding guidance and legislation, and with commitment to keeping up to date with legislative changes affecting schools</p> <p>Knowledge of the regulations around safeguarding and how to address any issues that might arise</p>	Secure knowledge of the A-Level MFL curriculum	Application References Interview Observation

<b>Skills</b>	<p>Ability to create and develop an ambitious vision for the highest achievement of students and colleagues</p> <p>Ability to establish and develop positive working relationships with students, parents and staff, setting appropriate personal but professional boundaries</p> <p>Ability to plan, assess and evaluate strategic plans and undertake data analysis</p> <p>Ability to observe T&amp;L and provide developmental feedback to support improvement and challenge underperformance</p> <p>Proven ability to motivate, inspire and manage staff and students</p> <p>Ability to engage and motivate students</p> <p>Commitment to the School's ethos and aims, skills and aptitudes</p> <p>Desire to continuously promote, raise and assess the highest teaching standards across your teaching subject</p> <p>Creative, flexible and open to new ideas to promote teaching and learning to the highest standard</p> <p>Ability to deploy teaching &amp; learning strategies appropriately to suit the needs of students of differing ability</p> <p>Ability to deploy behaviour management strategies effectively</p> <p>Ability to use student level data to raise standards</p> <p>Ability to orally communicate effectively with a range of audiences</p> <p>Accurate and fluent written communication skills</p>	<p>Proven record as a teacher whose students reach high standards of learning and achievement</p>	<p>Application References Interview Observations</p>

	<p>Excellent organisational and time management skills and the ability to meet deadlines</p> <p>Willingness to engage in co-curricular activities</p> <p>Commitment to inclusion</p> <p>Commitment to seeing tasks through fully</p> <p>Self-motivational and a positive approach</p>		
<b>Other</b>	<p>Enhanced DBS clearance</p> <p>Willingness to comply with all School and Trust policies</p>		<p>Application Interview Observation References</p>