



Personal Specification:

The successful candidate will need to be able to articulate a clear vision for the teaching of Modern Foreign Languages as well as the ability to make a contribution to whole school activities. The Governors will consider applications on the basis of each candidate's ability to meet the following essential criteria:

Selection Criteria	Essential	Desirable	A = Application I = Interview R = Reference
Faith Background			
Practising Catholic with a reference from your Parish Priest. <i>(It is not a pre-requisite that applicants are Catholics)</i>		✓	A R
Qualifications			
Qualified Teacher Status	✓		A
Recognised Degree or Equivalent	✓		A
Evidence of appropriate continued personal and professional development	✓		A
Experience			
<i>The successful candidate will have:</i>			
Proven success/ability in teaching across the secondary phase	✓		A I
Previous leadership responsibility within Modern Foreign Languages.	✓		A I
A track record in school improvement and the raising of standards to the highest level	✓		A I R
Successful preparation of candidates for public examination	✓		A R
Involvement in the development of the Modern Foreign Languages curriculum	✓		A I R
Leadership and Management skills			
<i>The successful candidate will have proven ability employing a range of leadership styles in:</i>			
Modern Foreign Languages curriculum review, evaluation management and development		✓	A I
Establishing and developing successful policies and procedures in Modern Foreign Languages		✓	A I
Prioritising, planning organising and evaluating the work of the Modern Foreign Languages Department	✓		A I
Communication skills			
<i>The successful candidate will be able to:</i>			
Communicate effectively, orally and in writing to a range of audiences (e.g. pupils, parents, colleagues and governors)	✓		A I R

Selection Criteria	Essential	Desirable	A = Application I = Interview R = Reference
Negotiate and consult effectively		✓	A R
Self-Management			
<i>The successful candidate will be able to:</i>			
Work under pressure: meet deadlines	✓		A I R
Prioritise and manage their own time effectively	✓		A I
Achieve challenging professional goals	✓		A I R
Knowledge and skills			
<i>The successful candidate will be able to demonstrate:</i>			
Emotional Intelligence and Social Awareness	✓		I R
Understanding of the use and application of ICT in a range of contexts		✓	A I
The purposes of the Modern Foreign Languages curriculum & its relationship to the whole school curriculum	✓		A I R
An understanding of the process of departmental review and self-evaluation	✓		A I R
The ability to evaluate the standards of teaching and learning & dissemination of good practice		✓	A I
The ability to deploy effectively and efficiently financial and other resources		✓	A I
An awareness of development planning and target setting	✓		A I
Personal Attributes and Professional Qualities			
<i>The successful candidate must have and be able to demonstrate:</i>			
Personal impact and presence	✓		A I
Adaptability to changing circumstances and new ideas and an ability to challenge the status quo	✓		A I
High levels of motivation and a commitment to high standards	✓		A I R
Analytical, Creative and flexible thinking	✓		A I
Reliability and integrity	✓		A I
Self confidence	✓		I
The ability to promote team values and encourage others to do the same	✓		A I R
Capacity to manage and enthuse professional staff in a way that promotes an atmosphere of co-operation and mutual support	✓		A I R
Commitment			
<i>The successful candidate will have a commitment to:</i>			
Play a role in sustaining and developing the Catholic ethos of the school.	✓		A I
To equal opportunities	✓		A I
To participating fully in the life of the school		✓	A I