



Faculty Leader of MFL **Required September 2023**

We are seeking to appoint a permanent full time Faculty Leader for MFL full-time permanent contract basis with effect from September 2023. Reporting to the SLT Line Manager for MFL, the core purpose of the role is to provide professional leadership to students in a subject area and to secure high quality teaching, high standards of learning and achievement for all students.

The faculty has a strong collaborative ethos, is very supportive and well-planned schemes of learning for all courses are already in place. There is also an excellent academy-wide support and development programme for all new staff available.

There will be the opportunity to teach across the year groups from KS3 to KS5. The academy offers French and Spanish across all key stages; the successful candidate will be able to teach one or both of these languages across all key stages. The core purpose of the role is to provide professional leadership to staff and students in a subject area by offering high quality teaching, resulting in high standards of learning and achievement for all students.

Personal Qualities

The successful applicant should have a good honours degree in a relevant subject and have achieved Qualified Teacher Status (QTS) or equivalent teaching qualification.

Applicants should be hardworking, enthusiastic and have a high level of commitment and ability to focus on fostering the teaching and learning and personal development of Year 7 to Year 13 students. They should have an interest in new teaching and learning developments and a high level of integrity. Experienced candidates should be able to evidence excellent levels of value-added achievement and high retention levels.

Responsibilities of the Post Holder

The Faculty Leader is the line manager of their team of teachers, responsible for organising, monitoring and appraising the complete work of each Faculty member. The role will lead a team of teachers and support staff to operate as an effective group, setting high professional standards and expectations.

Pastoral

At Plume Academy all teaching staff are expected to fulfil both an academic teaching role and a pastoral role by acting as a Tutor to a group of assigned students. This involves staff in all aspects of pastoral work including guidance, safeguarding, monitoring and encouraging progress, contact with parents, writing report sand compiling student references. Tutors also deliver part of Plume Academy's Personal Development Programme.

Wider Contribution

Teaching staff are encouraged to contribute to the academy's rich extra-curricular programme, and all candidates will be provided with the opportunity to discuss their personal interests at interview. As one of the largest educational establishments in Essex, there are many opportunities for career progression. Via an academy-wise coaching programme, staff are encouraged to take responsibility for their own career development, with full support and encouragement from their line managers and other relevant staff, including those responsible for staff training.

Remuneration

Annual salary for a qualified teacher will be in accordance with the academy Teachers Pay Scale, which from appointment for a full-time post currently involves a salary of up to £43,685 plus a TLR1A £8,706 (2022/23 pay awards), however, current salary of the applicant will be taken into consideration for salary offered. Salaries are reviewed by national negotiation with effect from 1st September each year. Progression through the Teachers Pay Scale is subject to acceptable annual performance development review process.

Application Process

If you are interested in the position and wish to discuss the post prior to application, please email Mrs. Dorcas Ologunde, Director of Human Resources, at HR@plume.essex.sch.uk, to arrange a telephone conversation. We are very proud of our academy and what we can offer new members of our team. The Director of Human Resources will be pleased to discuss the post and provide further information about the academy.

To apply please complete the Plume Academy application form (please see link via our website). This must be completed and submitted to HR@plume.essex.sch.uk by the closing date stated (unaccompanied CVs or third-party application forms will not be accepted).

Closing Date: **12 noon Wednesday 14 June 2023**, however, early applicants may be taken through to interview sooner.