



Employee Specification – Faculty Leader of Modern Foreign Languages

All areas will be assessed by application and at interview.

Qualifications	Essential	Desirable
Educated to degree level in the identified subject	✓	
Qualified Teacher Status	✓	
Good Honours Graduate	✓	
Able to teach French and Spanish at Key Stage 3 and Key Stage 4	✓	
Recent participation in relevant high-level training	✓	
Relevant middle leadership development	✓	
Excellent knowledge of subject area	✓	
Range of high-level qualifications		✓
Management experience in subject area of a key stage		✓
Background and Experience	Essential	Desirable
Substantial recent and successful teaching experience in secondary schools	✓	
An outstanding classroom practitioner	✓	
Experience of leading school improvement	✓	
Excellent understanding of current, relevant issues and national developments in education	✓	
Excellent skills in the use of data to evaluate student progress	✓	
Excellent use of assessment and feedback to promote rapid progress of students	✓	
Experience and understanding of the role of the form tutor	✓	
Evidence of leading creative and innovative approaches to teaching and learning	✓	
Experience of supporting colleagues to improve practise		✓



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Experience of observation, feedback and coaching to improve quality of teaching and learning		✓
Can provide evidence of rapid progress of students at GCSE level or equivalent		✓
Professional Knowledge and Understanding	Essential	Desirable
Understands the characteristics of high-quality teaching, learning and achievement for all students	✓	
Excellent understanding of effective pedagogy	✓	
Understand the wider characteristics that form a successful school	✓	
Knowledge of the professional standards for teachers	✓	
Skills	Essential	Desirable
Able to manage challenging behaviour of students and support colleagues to manage behaviour	✓	
Ability to contribute to leadership of change at faculty level	✓	
Excellent communication skills (oral and written)	✓	
Able to anticipate problems and find solutions	✓	
Able to develop positive and meaningful relationships with students	✓	
Excellent ICT skills and able to make appropriate use of ICT for learning	✓	
Excellent organisational skills to meet deadlines and manage workload of self and others	✓	
Have high expectations of self and others in all aspects of school life, and provide a role model for students and staff	✓	
Able to communicate with students and their parents/carers about students' progress	✓	
Able to give good quality feedback to students	✓	
Able to secure school improvement and build a high performing team	✓	
Capacity to manage a budget and resources to support improvements in learning	✓	
Personal Qualities and Attributes	Essential	Desirable
Capacity to plan and deliver a vision for Modern Foreign Languages	✓	
Cares deeply about the success of every child and every member of staff	✓	
Committed to continuous school improvement	✓	



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Personal Qualities and Attributes continued	Essential	Desirable
Credibility, present and capacity to provide leadership at faculty level	✓	
Able to gain respect of students, parents, staff and governors	✓	
Awareness, understanding and commitment to the protection and safeguarding of children and young people	✓	
Has energy, enthusiasm and a sense of humour	✓	
Open to advice, feedback and professional development	✓	
High integrity: honest, trustworthy and reliable	✓	
Can take difficult decisions and manage challenging conversations	✓	
Participation/development of extra-curricular activities	✓	
Knowledge of and commitment to safeguarding	✓	
Commitment to equal opportunities	✓	
Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check.	✓	