###### PERSON SPECIFICATION

**Job Title:** French Teacher

**(Section / Unit if known)**

**Reporting To:** Phase Leader

**Method of Assessment (M.O.A.):** AF = Application Form

I = Interview

T = Test or Exercise

P = Presentation

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| **CRITERIA** |  | **M.O.A.** |
| **QUALIFICATIONS / TRAINING** | A minimum 2:1 degree or equivalent in relevant subject.  Qualified teacher status (QTS).  Relevant professional development undertaken in the last 3 years. | AF  I |
| **EXPERIENCE** | Up to date knowledge of the Curriculum and national developments of policy and practice.  Evidence of contribution to school life beyond the formal curriculum.  Evidence of teaching across Key phases.  Willingness to learn, develop and contribute to quality teaching and learning for self, Key Phase and whole School.  Ability to produce good quality learning and teaching materials and demonstrate innovation in terms of delivery.  Experience of contribution to school improvement. | AF  I |
| **KNOWLEDGE / SKILLS** | Demonstrate attributes of an outstanding teacher.  A ‘can do’ attitude that generates high expectations, enthusiasm and commitment.  Negotiating and influencing skills and the wisdom to delegate appropriately.  To be able to comply with School Health & Safety policy and undertake risk assessments as appropriate.  An understanding of the strategic importance of ICT and a commitment to its innovative use in a working environment and high level personal ICT skills.  High level of written, oral and presentational skills and excellent organisational skills.  To be able to understand the importance of transition through Key Phases and the fourteen year journey a pupil undertakes in education.  The ability to analyse and use data to establish benchmarks and set challenging targets for improvement.  Evidence of motivational skills, with the ability to communicate and implement a clear vision.  To understand the balance of academic and pastoral needs.  Knowledge and understanding of educational policies and practice relating to the education and training of children and young people. | AF  I  T |
| **PERSONAL QUALITIES AND ATTRIBUTES** | A commitment to raising standards of achievement and a belief that young people have the right to a high quality education  Openness and willingness to learn  Relentless energy and resilient in meeting tight deadlines and maintaining a sense of humour.  Approachable, consistent, resilient and highly emotionally intelligent.  Firm, fair and caring.  Leads by example and able to vary teaching style to best address teaching issues.  A reflective teacher who can build capacity through delegation and accountability.  To play a full part in the life of the School community to support its distinctive mission and ethics.  To be responsible for own professional development.  To be courteous to all members of the School community and act within the School’s Code of Conduct.  To undertake duties during the school day and attend meetings and events as deemed appropriate.  To undertake ownership of the role and ensure continuity of learning during absence of both teacher and pupils. | AF  I |