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|  | **Essential** | **Desirable** |

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| **Qualifications** | * QTS * Degree level qualification in French or Spanish | * Good Honours Degree * Further Professional Qualifications |
| **Teaching** | * Able to teach full range of ability 11-16 * Able to create an excellent climate for learning within teaching area * Able to use a range of strategies to promote learning. * Able to manage and encourage good behaviour * Able to develop positive and meaningful relationships with students * Able to make appropriate use of ICT for learning * Understanding of how to use data to inform planning and improve students’ performance * Understanding of a range of assessment for learning approaches, including grades where appropriate * Able to communicate with students, parents and carers about student’s progress * Demonstrate outstanding outcomes in own teaching at GCSE level * Participation/development of extra-curricular activities. | * Ability to teach Spanish and French to GCSE * Experience of being involved in a whole school initiative * Able to develop best practice through wide range of imaginative approaches * Participation/development of extra-curricular activities * Engaged with developments in teaching and learning strategies to raise achievement |
| **Personal Qualities** | * Enthusiasm * Team-working skills * Willingness to work collaboratively with Redhill Trust Lead Practitioners, Specialist Leaders in Education and Trust Director for MFL * Reliability and Integrity * Personal Organisation * Flexibility | * Strategic Planning * Engagement in own continuous professional development * Motivational skills |