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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
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| **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
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| **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
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