

WHITBURN CHURCH OF ENGLAND ACADEMY



Head of MFL (TLR2c)

Person Specification

Italicised criteria indicate those that are ***desirable*** rather than essential.

Criteria identified as 'A' will form the basis for short listing purposes

A Application form I Interview R References

Knowledge & Qualifications

- | | |
|--|-----------|
| 1. Qualified teacher status | A |
| 2. a good quality honours degree or equivalent | A |
| 3. <i>a good knowledge and understanding of current educational issues</i> | A / I / R |
| 4. strong track record of professional development within the subject area | A / R |
| 5. excellent knowledge and understanding of the MFL curriculum | A / I / R |
| 6. <i>Spanish as your main language</i> | A / R |

Experience

- | | |
|--|-----------|
| 1. substantial experience of teaching MFL at secondary level | A / R |
| 2. a track record of excellence in examination outcomes at all Key Stages | A / R |
| 3. successful experience of turning theory into practice | A / R |
| 4. experience of leading innovative curriculum and pedagogical development | A / I / R |
| 5. effective relationships with students, parents and staff, commanding their confidence | A / R |
| 6. <i>experience of Performance Management of colleagues</i> | A / R |

Skills

- | | |
|---|-----------|
| 1. innovative approach to classroom practice and exceptional teaching skills | A / I / R |
| 2. ability to interrogate departmental data to track student progress | A / I / R |
| 3. <i>excellent leadership and management skills</i> | I / R |
| 4. ability to review and evaluate the efficacy of all activities | A / I / R |
| 5. ability to challenge appropriately | I / R |
| 6. ability to provide effective professional support to staff | A / I / R |
| 7. outstanding communication and interpersonal skills | I / R |
| 8. ability to sustain efforts and lead developments | A / I / R |
| 9. organisational skills of a high order; able to multi-task and prioritise effectively | I / R |
| 10. ability to manage people, projects and resources effectively | A / I / R |

Personal Qualities

- | | |
|--|-----------|
| 1. absolute commitment to students and their learning above all else | A / I / R |
| 2. commitment to the principle that all teachers can improve all the time | A / I / R |
| 3. relentless determination and commitment to constant review and refinement | A / R |
| 4. willingness to go above and beyond for students and staff | A / R |
| 5. personal integrity and honesty | I / R |
| 6. keen eye for detail | A / R |
| 7. emotional resilience and ability to work under pressure | I / R |
| 8. ability to motivate self and others | A / R |
| 9. ability to articulate a vision for the department | I |