**Second in MFL Department - Person Specification**

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| **Category** | **Essential** | **Desirable** | **How Identified** |
| **Education & qualifications** | * QTS status | * Good honours degree in relevant subject | * Application form |
| **Experience** | * Successful teaching experience with at least KS3 and KS4 in French * Using ICT in the preparation and delivery of learning activities. * Successful experience in some aspect of leadership | * Successful experience of teaching KS5 in French * Successful experience teaching KS3 Spanish | * Application form * References * Letter of application |
| **Teaching** | Ability to:   * To deliver at least consistently good lessons * Set high expectations which inspire, motivate and challenge students * Demonstrate good subject and curriculum knowledge * Plan and teach well-structured lessons * Adapt teaching to respond to the strengths and needs of all students * Make accurate and productive use of assessment and formative feedback * Manage behaviour effectively to ensure a good and safe learning environment | * Have improved the quality of teaching on colleagues through coaching or mentoring. * Ability to teach French to A level * Ability to teach Spanish to KS3 | * References * Letter of application * Interview |
| **Skills and abilities** | * Effective communication skills both written and oral * Successful experience of using students’ progress data to inform planning and interventions * Good ICT skills and able to use relevant applications * Ability to prioritise and develop effective strategies for further improvement. * Ability to communicate the vision for the implementation of those strategies effectively. | * Successful experience of some aspect of leadership * Experience of mentoring others | * Application form * References * Letter of application * Interview |
| **Wider professional responsibilities** | Ability to   * Make a positive contribution to the wider life and ethos of the school * Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support * Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues * Communicate effectively with parents with regard to students’ achievements and well-being. | * Evidence of extra-curricular contribution in current role | * References * Letter of application * Interview |
| **Professional knowledge and understanding** | * Knowledge and understanding of current developments in MFL curriculum and examinations * Understanding of successful behaviour management strategies. * Understanding of a teacher’s duty of care and safeguarding. * Commitment to own professional development. | * Knowledge of current curriculum and examination developments in MFL. | * References * Letter of application * Interview |
| **Motivation and Personality** | * Ability to cope with the duties and responsibilities of the post. * Stamina, drive, resilience, energy, enthusiasm and determination to succeed. * Good team worker. * Ability to demonstrate sound and balanced judgement, and flexibility * Understanding and sensitivity. * Ability to establish relationships built on trust. * Ability to promote excellence * Commitment to and belief in the equal value of all students. * Good sense of humour. | * Ability to motivate others | * References * Letter of application * Interview |