**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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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