



## Person Specification

### Subject Leader – Modern Foreign Languages (Spanish Specialist)

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"><li>• QTS and good Honours degree in Spanish</li><li>• Further formal Professional Development</li><li>• Outstanding classroom practice that inspires students and adds value to their progress</li><li>• Proven track record of having significant impact in current post</li></ul>	<ul style="list-style-type: none"><li>• Further professional qualification</li><li>• Experience of more than one school</li><li>• Experience of leadership in a good or outstanding school</li></ul>	Application form, letter & references
Skills & Knowledge	<ul style="list-style-type: none"><li>• Understanding of how to effectively lead a modern foreign languages department</li><li>• Experience of designing and evaluating an effective curriculum at KS3,4 &amp; 5 which inspires, engages but also supports excellent outcomes for all students</li><li>• Ability to use data effectively to assess prior attainment, track progress and set student targets to support excellent outcomes for all</li><li>• Secure knowledge of the changes to the national curriculum and specifications</li><li>• Evidence of leading improvements in teaching &amp; learning at all key stages</li><li>• Experience in monitoring and evaluation of quality and standards</li><li>• Ability to work as a member of a team and independently</li><li>• High level of ICT skills and knowledge of applications of ICT for teaching, learning and management</li></ul>	<ul style="list-style-type: none"><li>• Knowledge of AQA GCSE and A level syllabi</li><li>• Skills in coaching &amp; improving performance of others</li></ul>	Letter, references & selection process

	Essential	Desirable	Evidence
Personal qualities and skills	<ul style="list-style-type: none"> <li>• Enthusiastic, sensitive, flexible, hard working with a sense of humour and ability to remain calm</li> <li>• Ability to translate vision into reality</li> <li>• High level skills of effective communication with staff and students, time management and prioritisation</li> <li>• Ability to keep confidences</li> <li>• Excellent interpersonal skills and organisational skills</li> <li>• Ability to support and challenge</li> <li>• Ability to inspire, motivate and influence others</li> <li>• Excellent attendance record</li> <li>• Willingness to participate in the extracurricular life of the school</li> </ul>		Letter, references & selection process