

Person Specification

Subject Leader – Modern Foreign Languages

	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Qualified Teacher Status (or equivalent) • An outstanding teacher across Key Stage 3 to 5 	<ul style="list-style-type: none"> • A commitment to ongoing training and development • Experience in use of a management information system e.g. SIMS • Aspiring Middle Leadership training • Competence in an additional language • Ability to teach French
Experience	<ul style="list-style-type: none"> • Experience of leading a team or an area / project within current school (able to evidence implementation and impact) 	
Skills, knowledge and abilities	<ul style="list-style-type: none"> • Excellent IT skills including the ability to use a range of standard Microsoft packages • Excellent interpersonal skills including listening, negotiation, coaching and direction • Current educational developments within the subject area - Assessment, Curriculum, Pedagogy • Commitment to extra-curricular activities/study • Confidence to try a range of teaching strategies and approaches • Exercise firm and fair discipline and develop positive relationships with students • Competent, organised completer finisher 	<ul style="list-style-type: none"> • Leading performance management and Appraisal process • Effectively support and hold people to account
Understanding	<ul style="list-style-type: none"> • The Academy's vision and ethos • Systems of Quality Assurance/Self Evaluation of department performance • The importance of CPD and Professional Development • How to interpret and act upon data analysis • Awareness of good practice in identifying individual needs and providing appropriate curriculum provision 	

Person Specification

Subject Leader – Modern Foreign Languages

Personal qualities and attributes	<ul style="list-style-type: none">• Successful working relationships with colleagues / other stakeholders• Innovative, able to contribute new ideas and help establish them• Energy and flexibility• A professional approach borne out of confidence and effectiveness in role• Role model of best practice• Maintain a positive attitude and keeps calm under pressure• Sustains exemplary classroom practice• Ability to communicate effectively and concisely both in verbal and written form to a variety of audiences	
Commitment to	<ul style="list-style-type: none">• Developing others to achieve success• Raising standards of student performance• Community liaison including parental and business involvement• Continued Professional Development• Community liaison including parental involvement• Diversity and equality of opportunity in all working practices• Enhancing the SMSC of young people and modelling British Values• Foreign trips and visits	
Attendance	<ul style="list-style-type: none">• A good attendance record in current employment, (not including absences due to disability)	
Written application	<ul style="list-style-type: none">• A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role and Learning Trust	