

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 • Ability to teach French 	<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
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 	

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<p>Personal qualities and attributes</p>	<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 	
<p>Commitment to</p>	<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 	
<p>Attendance</p>	<ul style="list-style-type: none"> • A good attendance record in current employment, (not including absences due to disability) 	
<p>Written application</p>	<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 	