

Walsall Academy
PERSON SPECIFICATION: TEACHER OF FRENCH

Attributes	Essential	Desirable	Evidenced Through
QUALIFICATIONS	• QTS status • Qualification to the equivalent of degree level in French	• Ability to teach German to KS3	• Evidence of paper qualifications
WORK RELATED EXPERIENCE AND ASSOCIATED SKILLS	• A love of Languages and French culture • Knowledge and understanding of MFL at KS3, KS4 and KS5 • Good classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students • Ability to encourage and maintain a positive learning environment in the classroom through well focused teaching, positive relationships and good classroom management • Ability to use appropriately a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students, including embracing new technologies • Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each student's attainment and progress, and to plan future lessons • Ability to reflect on own practice • Ability to differentiate tasks appropriately	• Ability to use data to inform and improve teaching • Ability to teach 'A' level	• Application letter • Evidence from teaching a 30 minute lesson • Interview and communication
SPECIALIST KNOWLEDGE AND UNDERSTANDING	• Secure knowledge and understanding of the knowledge, concepts and skills in teaching MFL • Very strong competency in both oral and written French including accurate application of grammar and linguistic rules.	• Able to make good use of ICT as a learning resource • Knowledge of how to give positive and targeted support to students with special educational needs	• Application letter • Interview questions

Attributes	Essential	Desirable	Evidenced Through
PERSONAL SKILLS AND ATTRIBUTES	• Determination to encourage the highest quality of learning • experience for all students • A commitment to equal opportunities • Ability to establish good and productive working relationships, and work well in a team • Ability to communicate effectively to staff, students, parents, orally and in writing • Ability to meet deadlines • Able to empathise with young people and yet be firm, fair and consistent when dealing with them • Excellent attendance and punctuality • Ability to work in and to lead a team • Enthusiasm, personal dynamism, edge and stamina • Sense of humour and perspective • Ambition • Personal presence	• Ability and willingness to offer extra-curricular activities	• Evidence from the taught lesson of enthusiasm, empathy with young people, communication • Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates equal opportunities in his/her lessons • Ability to communicate effectively in the letter of application and at interview will be used as evidence on communication • Evidence from references will reflect school's request for comments on personal skills and attributes (referees will be sent the job description and person specification)