



Person Specification – Teacher of MFL

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Ability to deliver French and Spanish to Key Stage 3 and 4 classes.
4	A good knowledge and understanding of MFL subject(s)/curriculum areas and the relevant statutory and non-statutory curricula/frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good written communication skills
7	Evidence of relevant and ongoing professional development and training.
8	Good classroom management skills.
9	Commitment to regular planning and assessment of work.

Desirable

10	A BA/BSc Degree in the subject area.
11	Other interests/expertise that would benefit learners and the school.
12	Knowledge of examination/testing requirements.
13	The desire to take responsibility and share workload within the department.

Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of the curriculum in MFL at Key Stage 3 and 4.

5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.
7	Able to work collaboratively as a member of a team and contribute to the professional development of colleagues, including sharing effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills.
10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.

Desirable

12	An ability to teach across the secondary age range.
13	Willing and able to contribute to extra curricular activities.
14	Willing and able to contribute to whole school development initiatives / school improvement planning/self evaluation.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with students	No
Application	Yes	References	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau and a Barred List Check.
2	Additional criminal record checks if the applicant has lived outside the UK.
3	Qualified teacher Status with professional registration with the General Teaching Council for England.
4	Two references from current and previous employers (or education establishment if applicant not in employment).
5	Medical clearance.
6	A good attendance and punctuality record.