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| **Description** | **Rating** | **Evidence** |
| **Experience, Knowledge and Understanding** |
| A good degree (preferably in Spanish) | Essential | Application |
| Qualified Teacher Status. | Essential | Application |
| A commitment to continuing professional development activities. | Essential | Application |
| Experience of successfully teaching Spanish across KS3 and KS4 | Essential | Application/Interview |
| Experience of achieving excellent outcomes with exam groups | Desirable  | Application/Interview |
| **Teaching and Assessment** |
| Ability to plan purposeful lessons that impart a deep rich understanding of Spanish. | Essential | Application/Interview/Lesson observation |
| Effective use of Assessment for Learning within lessons | Essential | Application/Interview/Lesson observation |
| Strong mathematical subject knowledge, evidenced through explanations and questioning.  | Essential | Interview/Lesson observation |
| Ability to motivate, engage and enthuse learners. | Essential | Application/Interview/Lesson Observation |
| **Student Learning and Progress** |
| An understanding of the importance of good planning in relation to student progress. | Essential | Application/Interview |
| To keep accurate, precise and relevant records of student achievement. | Essential | Application/Interview |
| Have a good knowledge and understanding of current educational thinking in T&L and MFL | Essential | Application/Interview/Lesson Observation |
| **Wider Professional Effectiveness** |
| To comply with Academy routines and protocols as written and intended. | Essential | Interview |
| To communicate effectively and willingly with all Academy stakeholders. | Essential | Interview |
| To demonstrate awareness of the need to promote and protect the Academy’s profile and reputation. | Essential | Interview |
| A willingness to be involved in extra-curricular activities. | Essential | Application /Interview |
| **Professional Characteristics** |
| Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them. | Essential | Application/Interview |
| To demonstrate commitment to the professional development of self and that of the Academy | Essential | Interview |
| A commitment to undertake all relevant in-service training and continual professional development | Essential | Interview |
| A commitment to safeguarding and promoting the welfare of children and young people | Essential | Application/Interview |