



JOB DESCRIPTION

Job Title: Trust Strategic Subject Lead for Modern Foreign Language

Reporting to: Executive Principal for Secondary Strategy

Grade: L17 - L21

Employee Values

The post holder will be expected to operate in line with our employee values which are:

- **Ambition without limit**
- **We break down barriers**
- **We turn our best into normal**
- **Every interaction counts**
- **We are a family**

Overall Purpose of the Post

The main purpose of this role is to drive the strategic development of Modern Foreign Language teaching, attainment, and curriculum improvement across the Trust's academies. The post holder will:

- Work with subject leaders to determine the best curriculum offer for students and support specialist recruitment.
- Develop and deliver quality assurance systems, reporting to the executive on the quality of education and the impact of school improvement activity.
- Capture professional knowledge and identify best practice (internally and externally) to ensure it is embedded across the Trust.
- Lead the Trust's approach to professional training and mentoring at all levels to drive exceptional standards.

Main Duties and Responsibilities

Working with the support and guidance of the Senior Executive Principal and within the vision and values of the Trust in order to:

1. Strategic Leadership and Curriculum Design

- Lead the development, implementation, and evaluation of a Modern Foreign Languages curriculum and teacher development strategy.
- Identify, nurture, and review subject expertise and excellence across the Trust.
- Develop principles, models, and exemplars for an engaging and rigorous curriculum and enrichment programme.
- Develop and renew curriculum and assessment principles to ensure rigorous student progression.
- Lead Subject Heads in finding intellectual coherence across curricula, teaching, and assessment.
- Define what constitutes outstanding teaching, learning, and assessment within the subject.

2. Teacher Development and Mentoring

- Design and evaluate Trust-wide teacher development pathways and Continued Professional Development (CPD) for all staff levels.
- Develop subject-specific Initial Teacher Education (ITE) and Early Career mentoring practices.
- Provide specialist input for the wider Trust curriculum and Learning & Performance strategies.
- Advise and support Academy Leaders in the recruitment and development of subject-specific staff.

3. Student Outcomes and Pathways

- Collaborate with the Trust's Careers Lead to develop meaningful work experiences and support Post-18 progression.
- Track and intervene to ensure students have a clear Post-18 pathway, specifically aiming to avoid NEET status.
- Coordinate opportunities for students to visit Post-18 institutions, professional bodies, or apprenticeship providers.
- Lead secondary-to-post-16 liaison to ensure continuity and progression in the curricula.

4. Innovation, Research, and Accountability

- Develop, launch, and evaluate new initiatives and innovative practices within the subject area.
- Work with other Trust Strategic Subject Leads to ensure coherence and cross-curricular links.
- Devise and support small-scale classroom research to test curriculum effectiveness and impact.
- Maintain an up-to-date understanding of national best practice, research, and debates in curriculum design.
- Maintain accurate records and report to the Senior Executive Principal, CEO, and Principals to ensure high levels of accountability.

Additional Responsibilities

- Participate in the Trust's performance management, briefing, and INSET systems.
- Undertake mandatory training on child safeguarding, data security, and Safer Recruitment.
- **Travel:** This post requires regular travel between academies.
- **Flexibility:** The academies allocated to the post holder may vary under the direction of the Chief Executive.