



PERSON SPECIFICATION

Head of Modern Foreign Languages (Spanish specialism preferred)

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Knowledge and Understanding	Essential	Desirable
A relevant related degree	Y	
QTS	Y	
An understanding of the relationship between Languages and the wider curriculum	Y	
A secure knowledge and understanding of the issues associated with effective Languages teaching	Y	
An excellent knowledge and understanding of the National Curriculum Programme of study for Languages at KS3 & KS4	Y	
An ability to teach both Spanish & French at KS3	Y	
An ability to teach either Spanish or French at KS4		Y
Teaching and Learning		
Knows and understands the characteristics of quality first teaching	Y	
Plans teaching to achieve incremental progression for all students	Y	
Can demonstrate sustained improvement and high standards of student learning and achievement	Y	
Experience of achieving good outcomes in KS4.	Y	
Can set tasks that challenge, engage and interest students	Y	
Has high expectations of students regarding the quality of the work that they produce	Y	
Can develop literacy skills through the teaching of the Languages curriculum		Y
Develops suitable sequences of lessons that adapt to all learners and meet the needs of individual children	Y	
Uses assessment effectively to support teaching and student learning	Y	
Demonstrates exemplary marking and assessment practices that support students' learning and progress	Y	
Uses a range of pedagogical strategies	Y	
Leadership & Management		
Proven track record as a successful leader within Languages		Y

Has demonstrated effective leadership including the ability to motivate others to perform well whilst being sensitive and challenging of their performance		Y
Can prioritise, plan and organise to effect change and improvement beyond the immediate situation		Y
Has shown that he/she can convert difficulties into successes	Y	
Knows when to consult, make decisions and defer to others		Y
Can analyse, understand and interpret data and information	Y	
Can communicate effectively to different audiences and capture their interest and enthusiasm	Y	
Can negotiate, persuade and consult effectively		Y
Can set and achieve challenging professional goals		Y
Builds and contributes to highly effective working relationships with individuals within and across teams	Y	
Shows a commitment to his/her own learning and takes responsibility for his/her own professional development	Y	
Can set challenging and ambitious targets within the subject to further raise current levels of student attainment	Y	
Can lead on curriculum development within Languages.	Y	
Experience of leading the development of languages across the whole school.		Y
Personal Attributes		
Able to lead our commitment to our Christian ethos through the Languages curriculum and day-to-day life at the Academy	Y	
Passionate about educating young people with a clear commitment to quality	Y	
A highly effective communicator with a good sense of humour	Y	
Has a reflective, focused and determined disposition		Y
Is committed, resilient, robust, and resourceful		Y
Demonstrates the highest aspirations for students	Y	
Able to work collaboratively as part of a team	Y	
Demonstrates a firm but fair approach	Y	
Safeguarding		
Committed to safeguarding and promoting the welfare of children and young people	Y	
Demonstrates a clear understanding of statutory safeguarding requirements	Y	