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| **Westminster City School****Subject Leader – MFL & Community Languages****TLR 2b****Person Specification**  |

Reporting to: Line Manager for MFL

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| QUALIFICATIONS | * QTS
* Relevant degree or equivalent
 | * Further accredited study
* Member of relevant professional bodies
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| EXPERIENCE | * Varied and successful teaching experience across 11-16 range in a multi-ethnic context
* Proven record of raising attainment in MFL across key stages
* Coordinating extra-curricular activities
* Proven track record of delivering Spanish and to French GCSE level.
* A track record of supporting pupils in preparing for GCSE in their community language.
 | * Experience in more than one school
* Experience as a post holder in a relevant area
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| KNOWLEDGE AND SKILLS | * An outstanding classroom practitioner
* Excellent and up to date subject knowledge
* Excellent and up to date curriculum knowledge
* Ability to monitor, review and evaluate the work of the school against current OFSTED criteria
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| PERSONAL QUALITIES AND CHARACTERISTICS  | * All teaching to be consistently good or outstanding
* Energy, enthusiasm, optimism and stamina
* A ‘can do’ attitude and drive to overcome obstacles
* Flexibility and determination
* Ability to work under pressure, meet deadlines, and establish positive relationships with students, parents, staff and outside agencies
* Excellent health and attendance record
* Qualities of leadership
* Sound judgement in all contexts
* Sense of humour
* Strong ‘presence’
* A commitment to promoting Fundamental British Values
* Commitment to the promotion of equal opportunity
* Willingness to support the Christian ethos of the school
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| SPECIFIC TO THE POST  | * Be able to provide inspirational leadership and management of staff and students
* Knowledge and experience of recent and planned curriculum changes at 11 – 18
* Ability to raise the profile of MFL both within the school and to the wider community
* Developing, co-ordinating and monitoring appropriate subject courses which meet the needs of students
* Reviewing and developing schemes of work using the school framework which lead to an increase in attainment
* Ability to make informed decisions on examination boards and moderation rules of the course.
* Ability to raise attainment within MFL
* Use of innovative strategies including ICT and AfL in raising the quality of teaching and learning
* A methodical approach in the use of student data and progress tracking to raise attainment within the department
* Implementing Performance Management procedures
* A willingness to fulfil the requirements of the job description in terms of extra-curricular activities
* Organisational and administrative skills in the logistics of oral examinations.
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