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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 |
| 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 |
| 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 |  |
| 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 |  |
| 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. |  |