**Person Specification** 48COL

**Job Title: Teacher of Modern Languages – Spanish with French**

Grade / Salary: MPG

It is recognised that candidates may not meet all of the Essential criteria but we are looking for the best fit for our students and school.

**EDUCATION**

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|  |  | **Evident in Application** | **Evident at Interview** |
| *Essential* | | | |
| 1. | Qualified teacher status | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 2. | A degree in relevant field | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 3. | Evidence of recent and relevant training of CPD | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
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**EXPERIENCE**

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| *Essential* | | | |
| 5. | Evidence of excellent teaching ability and successful impact on student progress across all Key Stages. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 6. | A good track record of academic examination results. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 7. | A good knowledge and awareness of developments in the Modern Languages (specifically Spanish and French) Curriculum and other statutory requirements. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 8. | A sound understanding of planning and assessment for learning. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 9. | The ability to communicate effectively and appropriately with staff, students and parents/carers, and to be able to prepare reports, profiles and maintain clear and comprehensive records. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 10. | An awareness of the range of strategies to address the differing needs which exist in the mixed ability classroom, and which include EAL learners. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 11. | A commitment to raising achievement and experience of devising and implementing successful strategies in order to do this. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 12. | A familiarity with Information Technology and with its educational uses as well as an ability to use IT effectively to fulfil administrative requirements. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 13. | Ability to be assertive |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 14. | Willingness to work with the Co-headteachers in implementing school vision |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 15. | Excellent behaviour management skills | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 17. | Ability to manage educational and physical resources |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 18. | Ability to liaise with Inspectors and outside agencies |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 19. | Ability to interpret DFE regulations and to develop appropriate policies | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 20. | Good administration and organisation skills |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 21. | Ability to work collaboratively |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 22. | Ability to recognise individual staff strengths and to promote CPD |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 23. | Good written communication | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| *Desirable* | | | |
| 24 | Proven administrative and organisational skills. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 25. | An understanding of target setting and action planning. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 26. | An understanding and appreciation of the value of interesting and stimulating display and other motivational materials. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 27. | Innovative and creative approach |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 28. | Ability to evaluate the use and performance of existing materials and equipment and to purchase new equipment and learning materials. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 29. | To be able to make decisions about the best use of equipment in planning lessons. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 30. | Experience of working sensitively with the parent community |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |

**PERSONAL**

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| *Essential* | | | |
| 31. | Evidence of energy, enthusiasm and resilience. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 32. | A strong sense of loyalty to the school. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |  |
| 33. | Evidence of effective team work. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 34. | An ability to maintain professional integrity even when under pressure. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| *Desirable* | | | |
| 35. | Good sense of humour and perspective. |  | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |
| 36. | An interest in developing professionally. | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg | C:\Users\jwestley2.309.FOR.003\Local Settings\Temporary Internet Files\Content.IE5\ZA7PZKQ9\Tick[1].jpg |