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| SPECIFICATION  | ESSENTIAL | DESIRABLE |
| Education/Training | • Qualified Teacher Status | • Evidence of further personal and professional development |
| Knowledge | • A strong subject knowledge • Ability to teach German to GCSE level, taking into account the needs of student’s individual abilities. • A good concept of recent curriculum changes  | • Experience of teaching across the age range 11 to 16 years and in a comprehensive school  |
| Skills/Attributes | • The ability to use an imaginative range of teaching strategies to promote high expectations and high levels of challenge in the classroom • The ability to plan for progression in learning, using intervention as necessary.  • The ability to use assessment for learning to improve teaching and learning as well as to assess and record student progress • The ability to establish a safe and purposeful working atmosphere that supports learning and in which students feel secure and confident • The ability to make use of technology to develop teaching resources as well as to enrich the curriculum • An enjoyment in working with young people • A commitment to teaching the full ability range  • A commitment to working collaboratively within the faculty • A commitment to raising achievement. | • Ability to contribute to cross phase community projects. |
| Personal Qualities | • An ability and willingness to aim inspire and motivate all learners  • Commitment, enthusiasm and energy • Commitment to own personal and professional development  • The ability to be a reflective and evaluative practitioner who is willing to learn and develop • Willingness to contribute to faculty extra-curricular activities  | • A willingness to contribute to wider school life• A sense of humour |

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All aspects of the person spec will be tested at some part of the recruitment process. Should the applicant be shortlisted any relevant issues arising from references will be taken up at interview.