

## Head of Modern Languages Person Specification

Education and Qualifications	Essential	Desirable	Assessment
Qualified teacher status	✓		A
Good honours graduate	✓		A
Commitment to personal/professional development	✓		I

Experience	Essential	Desirable	Assessment
Experience of teaching KS3 Modern Languages	✓		A/I
Experience of teaching KS4 Modern Languages	✓		A/I
Experience of teaching AS/A Level Modern Languages	✓		A/I
Experience of the International Baccalaureate	✓		A/I
Experience in post 16 teaching	✓		A/I
Experience of successfully organising fieldwork to support the curriculum	✓		A/I
Experience of leading teams		✓	A/I

Knowledge and Understanding	Essential	Desirable	Assessment
Secure knowledge and understanding of the concepts and skills in specialist subject	✓		A/I
Clear understanding of the secondary curriculum and its assessment	✓		A/I
Ability to employ a range of effective teaching, learning styles and assessment methods	✓		I
Ability to use assessment data to inform planning and set targets	✓		I
Strong command of subject area	✓		A/I
Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning in subject	✓		I

Teaching and Learning	Essential	Desirable	Assessment
Ability to raise achievement for all	✓		I
Committed to ensuring excellent standards of behaviour at all times	✓		I
Excellent communication skills	✓		I
Committed to role of tutor for a group of students and the benefits of pastoral care	✓		I
Experience of teaching a range of courses including KS3, GCSE, AS, A2 and IB DP	✓		A

Skills and Attributes	Essential	Desirable	Assessment
Ability to establish good working relationships and effective teamwork	✓		I
Excellent role model for staff and students	✓		I
Innovatory approaches to curriculum delivery	✓		A/I
Ability to generate ideas and drive initiatives		✓	A/I
Willingness to contribute to extra-curricular activities	✓		A/I

Personal Qualities	Essential	Desirable	Assessment
High expectations of students and colleagues	✓		A/I
Highly motivated and able to motivate and inspire students	✓		I
Enthusiastic and committed	✓		I
A passion for teaching	✓		I
Open-mindedness	✓		I
A forward-thinking approach	✓		I
Excellent interpersonal skills	✓		I
Ability to be reflective and self-critical	✓		I
Display calmness under pressure	✓		I
Potential for further promotion	✓		A/I
Have an understanding and interest in boarding duties	✓		A/I
A commitment to the whole life of a busy boarding community	✓		A/I
Charismatic - having 'a presence'	✓		I
Willingness to take on other roles and responsibilities within the department	✓		A/I

### Assessment Key

**A** Application Form

**I** Interview