

PERSON SPECIFICATION

POST: Learning Director Modern Foreign Languages [TLR 1.1]

	Essential	Desira- ble	Comments
QUALIFICATIONS AND TRAINING			
1. Qualified teacher status	✓		
2. Graduate	✓		
3. Evidence of further recent and appropriate professional development	✓		
4. Post graduate qualification		✓	
EXPERIENCE			
1. Proven record of the effective management of standards		✓	
2. Proven record of outstanding or consistently good classroom teaching	✓		
3. Successful leadership of a school improvement initiative	✓		
4. Experience of strategies for the effective management of student behaviour	✓		
5. Successful team leadership and management	✓		
6. Has made a positive difference to current post and can demonstrate how it was achieved	✓		
7. Implementation of systems and processes to (a) monitor, review and evaluate teaching and learning, leadership and management and (b) to support a rapid rise in student achievement	✓		
8. Working in at least two comprehensive schools		✓	
9. Proven successful middle or senior leadership/management experience	✓		In English or maths where appropriate
10. Curriculum planning and curriculum innovation		✓	
11. Working in a school which includes urban, ethnically diverse communities		✓	
12. Working with governors		✓	
KNOWLEDGE			
1. Curriculum innovation and the national secondary strategy for school improvement	✓		
2. Current educational issues and their implications	✓		
3. How to raise attainment, achievement and aspirations	✓		
4. Developments in personalised learning and assessment	✓		
5. The implications of Safeguarding	✓		
6. The OFSTED framework and school self-evaluation	✓		
7. How e-learning can support the curriculum and achievement	✓		
8. Developing teaching styles to meet learning needs	✓		

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	Essential	Desirable	Comments
SKILLS AND ABILITIES			
1. High order administrative and organisational skills, with good attention to detail	✓		
2. Good oral and written skills	✓		
3. Ability to manage student behaviour firmly, effectively and positively	✓		
4. Resilience, ability to deal with a large volume of work and heavy demands on one's time	✓		
5. Ability to reach logical conclusions and make high quality reasoned decisions based upon available information.	✓		
6. Ability to listen, reflect and respond accordingly	✓		
7. Ability to command respect from students, staff, parents and the community	✓		
8. Ability to work collaboratively to resolve problems and issues	✓		
9. Ability to lead and to be part of a team	✓		
10. ICT skills to support teaching, learning and management	✓		
11. The ability to think and plan strategically	✓		
12. The ability to formulate a clear plan for area or school improvement	✓		
13. The ability to analyse data and form appropriate conclusions leading to the development of alternative strategies to address relevant issues.	✓		
14. Excellent interpersonal skills including sensitivity, tact, diplomacy and wisdom	✓		
15. Ability to see the funny side	✓		
VALUES			
1. Committed, open and honest with high standards and expectations of self and others	✓		
2. Ambitious for student, school, colleagues and self	✓		
3. Passionate about inclusion and equal access	✓		
4. Likes children.	✓		