**Person Specification: Head of Modern Foreign Languages (Maternity Cover) Temporary**

You should demonstrate that you meet the following criteria:

**1** **Education, training and qualifications**

1.1 Graduate or equivalent, Qualified Teacher status.

1.2 Evidence of relevant and challenging continuing professional development, specifically subject leadership and management training.

**2 Knowledge and experience**

2.1 Proven record of sustained and successful subject delivery and ideally middle leadership and management within at least one secondary school.

2.2 Proven record of improving standards of teaching and learning within subject and ideally middle leadership level within at least one secondary school.

2.3 Evidence of good/outstanding classroom practice and clear demonstration of the ability to mentor/coach/model best practice to others.

2.4 Awareness of major developments in the curriculum and educational research, especially in regard to differentiation and special educational needs, and knowledge and understanding of models and theories of learning.

2.5 Awareness and understanding of current legislation relating to all vulnerable groups and a proven record of actively promoting equality and diversity.

2.6 Extensive and successful experience of developing targeted intervention strategies based upon student performance data to accelerate student progress and attainment.

2.7 Proven record of developing teachers within a subject discipline and fostering appropriate professional relationships which allow both support and challenge.

2.8 Evidence of implementing excellent behaviour management strategies leading to significant improvements to student attitudes to learning.

2.9 A strong understanding and commitment to the Academy vision.

2.10 Evidence of understanding child protection and safeguarding matters and the actions required to comply with national policy.

2.11 Good knowledge of relevant health and safety legislation as appropriate for a Subject /Faculty leader.

2.12 Evidence of translating policy into effective practice and keeping up to date with research in school improvement and national education policy.

2.13 Evidence of working effectively and establishing positive relationships with a range of internal and external stakeholders.

2.14 Knowledge and understanding of the principles of assessment and effective record keeping and their use to promote the education, personal development and progression of the students.

**3 Essential skills and abilities**

3.1 Ability to contribute to colleagues’ professional development.

3.2 Well developed planning, organisational and interpersonal skills.

3.3 Excellent written and verbal communication skills.

3.4 Analytical, flexible and innovative thinker.

**4 Personal qualities**

4.1 Commitment to high educational, professional and personal standards.

4.2 Understanding of the importance of maintaining confidentiality.

4.3 A flexible approach to work, including a sense of humour.

4.4 Commitment to equal opportunities and valuing diversity.