

ST. FRANCIS XAVIER SCHOOL



Person Specification – Head of Modern Foreign Languages

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified teacher Status (A) • Ability to teach French and German to KS3 and KS4 (A, I) 	<ul style="list-style-type: none"> • A good Honours Graduate with a record of continuing professional development. (A) • Ability to teach Spanish to KS3 and KS4 (A, I)
Experience	<ul style="list-style-type: none"> • To have a proven track record of achieving outstanding outcomes for students. • To be an outstanding classroom practitioner with the ability to make lessons active, lively and focussed on pupil needs (A, I, R) • An interest in developing schemes of work, teaching sequences and relevant resources (A, I) • Successful involvement in departmental initiatives. (A, I) • To be ICT literate, making appropriate use of IT as a teaching and management tool. (A) 	<ul style="list-style-type: none"> • Delivery of a range of qualifications (A, I) • An interest/ability to deliver an extra-curricular language such as Latin or Spanish (A,I)

	<ul style="list-style-type: none"> • To have knowledge of, and confidence in, the use of pupil performance data (A,I) • Understanding of strategies to raise achievement across Key Stages (A, I) • To have experience of successful interventions to raise achievement (A, I) • To have a good knowledge of current educational issues and initiatives. (A, I) • Willingness to participate in extra curriculum activities within MFL, including participation/organisation of Language trips. (A, I, R) • To be able to work with other adults including outside agencies. (A, I) • To have an understanding of leading, managing and motivating staff (A, I) • To display enthusiasm and an ambitious vision for MFL education (L, I) • To have an understanding of safeguarding. (I) 	
Personal Qualities	<ul style="list-style-type: none"> • To support and contribute to the school's Christian Ethos. (I) • To be flexible and versatile and be able to demonstrate excellent communication and interpersonal skills (I,) • To be able to gain the confidence of and have excellent working relationships with colleagues and students. (I, L) • To be self-reflective, with the ability and desire to improve own performance. (A, I) • To be able to effectively lead a team. (A,I) • To have high personal standards - dress, conduct and presentation. (I) • To model for the school's values and ethos. (A,I) 	<ul style="list-style-type: none"> • Self-aware and self-reflective (A, I) • Dedication to improving standards (A, I) • A desire for career progression (A, I) • Coaching and mentoring experience (A, I)

The post is subject to enhanced DBS clearance. **Key: A = Application; I = Interview; L = Lesson**