**Head of MFL   
(German with French or Spanish)**

**This is an exciting opportunity for a talented MFL Teacher to develop and lead the Modern Foreign Languages provision across the academy.**

Bolingbroke Academy, a secondary school for 11-18 year olds, welcomed its first Year 7 pupils in September 2012, with another 120 pupils joining every year until the school is fully subscribed in 2018. Bolingbroke Academy provides a first class learning environment based on outstanding teaching, great relationships and excellent facilities.

We are looking to recruit an exceptional teacher and leader to the role of **Head of MFL (German with French or Spanish)** at an exciting time in our school’s development as we await our first GCSE results and prepare for our first Sixth Form cohort in September 2017. The successful candidate will lead a highly motivated, enthusiastic team of teachers, committed to a collaborative, creative and stimulating approach to teaching and learning.

Our ideal candidate will:

* be an outstanding teacher, able to motivate and challenge learners of all abilities;
* be an outstanding leader, with good communication and organisation skills;
* be able to teach German to Key Stage 5 and French or Spanish at Key Stage 3;
* be a passionate about their subject and a committed team player;
* have a proven track record of success and raising pupil attainment in MFL;
* have high expectations for accountability and consistency;
* have the resolve to make a real difference to the lives of pupils;
* be committed to Bolingbroke Academy’s ethos of high expectations.

In return, we offer the opportunity to:

* teach within a growing Academy and lead the MFL provision;
* join a network of Ark schools and gain access to an exclusive range of benefits, including reduced gym membership and a comprehensive CPD provision.

Please apply at <https://goo.gl/wIJv7n> by **11am on** **Monday 22nd May 2017.**

For any queries relating to your application, please contact the recruitment team on [recruitment@arkonline.org](mailto:schools.recruitment@arkonline.org) or 020 3116 6345.

**Location:** Wandsworth, London

**Start date:** September 2017

**Deadline:** **11am on** **Monday 22nd May 2017.**

**Interviews:** To be held week commencing 22nd May 2017.

**Salary:** Ark MPS (£28,799 - £39,195) or UPS (£44,261 - £47,998) (Inner London), depending on experience + TLR 2B (£4,398)

Ark value diversity and are committed to safeguarding and promoting child welfare. The successful candidate will be subject to an enhanced DBS check and any other relevant employment checks.

**Job Description: Head of MFL (German with French or Spanish)**

**Reports to:** Assistant Principal

**Start date**: September 2017

**Salary:** Ark MPS (£28,799 - £39,195) or UPS (£44,261 - £47,998) (Inner London), depending on experience + TLR 2B (£4,398)

The Role

Lead a professional community of subject teachers to ensure high attainment of their subject across the academy.

To develop and lead an exciting curriculum which enables the highest level of pupil progress and attainment.

**Key responsibilities**

* Secure academic outcomes in line with the targets set through the academy’s target setting policy
* Plan and implement a subject curriculum that ensures coherence and progression in the teaching of key subject knowledge, skills, understanding and concepts
* Monitor, evaluate and continually improve the quality of planning, teaching and assessment
* Lead the assessment process in the subject ensuring accurate measurement of subject standards in all year groups at all summative assessment points
* Analyse student performance data and respond to the outcomes of assessment to ensure appropriate planning, teaching and interventions are in place to keep all pupils on track to achieve their targets
* Lead the professional development of the subject team to be highly effective practitioners
* Monitor the practice of others teaching the subject to ensure they are following all areas of subject and academy policy accurately and appropriately
* Review and refine the curriculum, planning, teaching and assessment in the subject on a regular cycle to continually improve the subject outcomes
* Regularly monitor the quality of teaching of others teaching the subject in line with academy expectations and provide effective feedback and coaching to ensure subject teaching continually improves
* Line and performance manage any designated members of staff as per the academy policy and take necessary corrective action where there is any ineffective practice
* Manage allocated budget effectively and stay within set budget allocation
* Create an orderly subject environment in which the academy’s culture and ethos is upheld

**Outcomes and activities**

**Subject Coordination across the Academy**

* Leadership and support of all other subject teachers within the academy.

**Leadership of the Subject Community**

* Assisting in the professional development of teachers including INSET as may be appropriate.
* Supervising and supporting beginner teachers and Newly Qualified Teachers as appropriate.
* Developing strong partnerships and ensuring regular and productive communication with parents.

**Teaching and Learning**

* Establish subject development plan, target setting and review.
* Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
* Manage departmental budget and resources effectively and efficiently.

**Curriculum setting and assessment**

* Develop a syllabus and schemes of work for all year groups, in line with National Curriculum requirements, that are inspiring for learners and teachers alike.
* Monitor and assessment of teaching and learning.
* Set regular, measurable and significant assessments for the pupils.
* Establish agreement for monitoring and evaluation of student progress.
* Maintain accurate pupil data that can be used to make teaching more effective.

**Academy Culture**

* Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships.
* Help develop a small school culture and ethos that is utterly committed to achievement.

**Other**

* Undertake other various responsibilities as directed by the line manager or Principal
* Undertake the other main professional duties of a teacher as set out in the Ark pay and conditions of service document.

**Person Specification: Head of MFL (German with French or Spanish)**

**Qualification Criteria**

* Qualified to degree level and above
* Qualified to teach and work in the UK

**Experience**

* Experience of raising attainment in a classroom environment
* Experience of establishing a high achieving department within a large and complex school environment
* Experience of leading, coaching and managing staff
* Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities etc.

**Knowledge**

* Ability to teach German to Key Stage 5 and either Spanish or French at Key Stage 3
* Up to date knowledge in the curriculum area
* Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

**Behaviours**

**Leadership**

* Effective team worker and leader.
* Demonstrates resilience, motivation and commitment to driving up standards of achievement.
* Acts as a role model to staff and pupils.
* Vision aligned with Ark’s high aspirations, high expectations of self and others.
* Genuine passion and a belief in the potential of every student.
* Commitment to the safeguarding and welfare of all pupils.

**Leading the Curriculum**

* Able to establish curriculum development, assessment, coordination and coaching.
* Has good communication, planning and organisational skills.
* High expectations for accountability and consistency.

**Leading the Learning**

* Excellent classroom practitioner and coach.
* Effective and systematic behaviour management, with clear boundaries, sanctions, rewards and praise.

**Other**

* Commitment to equality of opportunity and the safeguarding and welfare of all pupils
* Willingness to undertake training
* This post is subject to an enhanced Disclosure & Barring Service check.