# **Person Specification: Faculty Leader Modern Foreign Languages**

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|  | **Essential** | **Desirable** |
| Qualifications/ **Training** | **should have experience of:**   * qualified teacher status * relevant training in subject area/s * qualified to teach French * teaching throughout KS3 and KS4 to all abilities; * supporting students to achieve improved results and good or outstanding teaching practice * the use of prior attainment data to drive student progress and achievement | **In addition, might have experience of:**   * further degree/post-graduate qualification * tackling underachievement strategies * working with student/staff groups to enhance the student achievement * aspects of literacy or numeracy to support subject area * using resources creatively to raise standards * ability to teach other MFL subjects such as Spanish |
| Experience | **should have experience of:**   * teaching throughout KS3 and KS4 to all abilities * being in a post of responsibility in a school for at least two years; * leading/participating in team management; * participation in successful whole school curricular initiatives and development * substantial experience of the use of prior attainment data to drive student progress and achievement | **In addition, might have experience of:**   * tackling underachievement strategies * working with student/staff groups to enhance the student achievement * developing and planning literacy or numeracy to support subject area * using resources creatively to raise standards |
| **Knowledge and understanding** | **should have knowledge and understanding of:**   * the role of the leadership group within the school; * academic systems and processes * the need to work within financial constraints, and to apply best-value principles; * whole-school issues and their strategic management. * the current Ofsted framework and its impact on classroom practice and leadership and management and the place of self-evaluation; | **might have knowledge and understanding of:**   * school finance systems; * school assessment data and student tracking systems. * attendance management and strategies |

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| **Skills** | **will be able to:**   * communicate effectively (both orally and in writing) to a variety of audiences; * show evidence of good interpersonal skills as a team member, and in handling sensitive situations in a wider context; * establish good working relationships throughout the school community; * promote cross-curricular change effectively within the school; * promote the school’s aims positively, and use strategies to monitor motivation and morale; * motivate others to achieve their best, and enhance their self-esteem | **might be able to:**   * work with governors and/or parent groups; * provide school-based training; * encourage staff to surpass their own expectations |
| **Personal characteristics** | * Clear-sighted * Creatively thinking * Determined * Open-minded * Positive * Team Player |  |