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

|  |  |  |
| --- | --- | --- |
|  | **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
 |

|  |  |  |
| --- | --- | --- |
| **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
 |  |