

**ROLE OF TEACHER OF SPANISH AND FRENCH (part time maternity cover)**

**PERSON SPECIFICATION**

**Professional knowledge, experience, skills and abilities**

The successful candidate will have:

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| * QTS or equivalent |
| * A degree in a relevant subject |
| * A demonstrable track record of delivering excellent student outcomes |
| * Evidence of being an excellent classroom teacher at secondary level |
| * Exemplary and up to date knowledge of Spanish and French teaching |
| * An excellent record of punctuality and attendance |
| * On appointment, a clear enhanced DBS check associated with an ability to promote safeguarding of children |
| * The ability to demonstrate knowledge of latest specifications and curriculum developments |
| * Knowledge of national educational policy, priorities and initiatives |
| * Strong inter-personal skills with the ability to liaise with colleagues |
| * The ability to motivate and inspire and to build warm and effective professional relationships with staff, pupils and parents |
| * Strong organisational skills |
| * An understanding of how to use data to analyse past and current performance in order to improve outcomes |
| * A flair for creative solutions to problems |
| * The willingness to acquire skills as appropriate |
| * A good understanding of the latest evidence and thinking regarding effective practice in languages teaching and assessment |
| * A secure understanding of what excellent languages teaching looks like |
| An interest in pupils of all abilities and willingness and ability to inspire them |
| The ability to analyse situations or problems and suggest strategies for improvement |
| Effective communication skills both in writing and speech |
| Effective IT skills |
| * Knowledge about how young people learn |
| * Knowledge of use of appropriate target setting and monitoring procedures |
| The ability to teach outstanding lessons |
| The ability to develop effective schemes of work |
| * The ability to add value to pupil outcomes |
| * The ability to operate safe practices |
| A French and Spanish specialism |
| A full awareness of the current issues relating to teaching languages in schools |
| Experience of budgeting/financial management and resource management (desirable) |
| * A track record of delivering excellent student outcomes at both KS3 and KS5 (desirable) |
| * Knowledge of higher education curriculum opportunities (desirable) |
| * Experience as a tutor (desirable) |

**Attributes**

The successful candidate will:

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| * Be committed to safeguarding our pupils in line with the school’s Child Protection Policy |
| * Have a sense of perspective and manifest enthusiasm and drive |
| * Have a high degree of emotional intelligence |
| * Be resourceful, adaptable and flexible |
| * Have a genuine respect for and motivation for working with girls and young women |
| * Be strongly committed to improving outcomes for all students and the drive and determination to make this happen |
| * Demonstrate the ability to show initiative and to work independently and as part of a team |
| * Have the imagination and confidence to develop and share new ideas |
| * Be a reflective practitioner |
| * Be passionate about languages and learning |
| * Have strong leadership skills |
| * Demonstrate enthusiasm and commitment |
| * Have the ability to develop new ideas |
| * Set high expectations for themselves and their students |

**October 2019**