



St Philomena's

Catholic High School for Girls

TEACHER OF MODERN FOREIGN LANGUAGES ST. PHILOMENA'S CATHOLIC HIGH SCHOOL FOR GIRLS

PERSON SPECIFICATION:

The Governors will consider applications on the basis of each candidate's ability to meet the following essential criteria:

Selection Criteria	Essential: These are qualities without which the Applicant could not be appointed	Desirable: These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	Application: A Interview: I Reference: R
Qualifications	<ul style="list-style-type: none"> • QTS (Secondary age range) • Degree level (or equivalent) qualification in Modern Foreign Languages 		A A
Experience	<ul style="list-style-type: none"> • Successful experience teaching MFL in a school with students aged 11-18. 		A I R
Methodology (Teaching Style): a commitment to:	<ul style="list-style-type: none"> • Teaching in the target language • A communicative approach • Incorporating visual, auditory and kinaesthetic learning styles • Actively involving students in their own learning • Developing students' communicative competence through routines and classroom language 		A I A I A I A I A I
Skills	<ul style="list-style-type: none"> • Ability to teach Modern Foreign Languages at Key Stages 3, 4 and 5, to students of a range of abilities • Ability to review, evaluate and learn from own classroom practice • Ability to work well as part of a team and as an individual • Ability to quickly establish effective working relationships with a variety of individuals • Ability to work closely with line manager • Ability to motivate and co-ordinate the work of others • Ability to identify needs and trends within a department and to prioritise action 		A I R A I A I A I R A I R A I R A I

	<ul style="list-style-type: none"> • Ability to identify actions that will lead to positive outcomes • Ability to lead and manage change • Ability to use ICT in teaching 		<p>A I R</p> <p>A I R</p> <p>A I</p>
Attributes	<ul style="list-style-type: none"> • An interest in how young people learn • Initiative • Keen to trail and implement new pedagogy • Optimism, vision and creativity • Patience and sensitivity • Determination • Integrity, reliability and consistency • Adaptability and resilience 		<p>A I</p> <p>A</p> <p>A I</p> <p>A</p> <p>A I</p> <p>A I</p> <p>A I R</p> <p>A I</p>
Specialist Knowledge	<ul style="list-style-type: none"> • An outstanding understanding of teaching Modern Foreign Languages and assessing at Key Stage 3 and Key Stage 5 • Up-to-date knowledge of government led changes and the impact on Modern Foreign Languages courses and exams • A sensitive understanding of how young people learn • Able to use technology to effectively manage data handling/target setting within a department • Monitoring and review, e.g., lessons, resources, development, INSET • Planning, for example; lessons, schemes of work, school development plan • Internal and external communications • Contribute to the Department Development Plan and Self Evaluation Form • A good understanding of communicative language teaching • Ability to apply preferred learning styles to target language setting • The ideal candidate will be able to offer both French and Spanish, with the ability to teach one language up to Key Stage 5 and the other to at least Key Stage 3 • Ability to understand and demonstrate commitment to Work within and promote compliance with the Equality Act (2010) through the School's Equality Duty Information and Objectives Document. • Ability to comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection. 		<p>A I R</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I R</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p>
Special Requirements	<ul style="list-style-type: none"> • A willingness to support/uphold the Catholic ethos of the school. • Working knowledge of the Data Protection Act. • Flexible approach to working hours to meet the needs of the organisation. • To participate fully in the life of the school 		<p>A I</p> <p>A I</p> <p>A I</p>

	<ul style="list-style-type: none"> • Commitment to the value of single sex secondary education • Outstanding role model. • Commitment to safeguarding and promoting the welfare of children and young people • Must satisfy relevant pre-employment checks. This post will involve contact with vulnerable groups (children, young people and/or adults) and is therefore exempt from the Rehabilitation of Offenders Act 1974 and subject to an Enhanced Disclosure and Barring Service (DBS) check. This exemption means that applicants for this post are required to declare all criminal convictions, cautions, reprimands and bind-overs both spent and unspent in their application, regardless of the passage of time. 		<p>AI</p> <p>AI</p> <p>AI</p>
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