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| **Lead Teacher of Spanish** - **Person Specification** |

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| **Education and Qualifications** | **Criteria** | **Assessment** |
| Qualified teacher status | **E** | **A** |
| Good honours graduate | **E** | **A** |
| Commitment to personal/professional development | **E** | **I** |

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| **Experience** | **Criteria** | **Assessment** |
| Experience of teaching KS3 and KS4 students | **E** | **A/I** |
| Experience of delivering A Level Spanish | **E** | **A/I** |
| Proven track record of outstanding examination results at GCSE and A Level | **E** | **A/I** |
| Ability and willingness to teach a range of MFL related subjects | **D** | **A/I** |
| Experience of leading teams | **D** | **A/I** |

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| **Knowledge and Understanding** | **Criteria** | **Assessment** |
| Secure knowledge and understanding of the concepts and skills in specialist subject | **E** | **A/I** |
| Clear understanding of the secondary curriculum and its assessment | **E** | **A/I** |
| Ability to employ a range of effective teaching, learning styles and assessment methods | **E** | **II** |
| Ability to use assessment data to inform planning and set targets | **E** | **I** |
| Strong command of subject area | **E** | **A/I** |
| Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning in subject area | **E** | **I** |

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| **Teaching and Learning** | **Criteria** | **Assessment** |
| Ability to raise achievement for all | **E** | **I** |
| Committed to ensuring excellent standards of behaviour at all times | **E** | **I** |
| Good communication skills | **E** | **I** |
| Committed to role of tutor for a group of students and the benefits of pastoral care | **E** | **I** |
| Experience of teaching a range of MFL courses across KS3 and KS4 as well as A-level Spanish | **E** | **A** |

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| **Skills and Attributes** | **Criteria** | **Assessment** |
| Ability to establish good working relationships and effective teamwork | **E** | **I** |
| Good communication skills | **E** | **A/I** |
| Excellent role model for staff and students | **E** | **I** |
| Innovatory approaches to curriculum delivery | **E** | **A/I** |
| Ability to generate ideas and drive initiatives | **D** | **A/I** |

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| **Personal Qualities** | **Criteria** | **Assessment** |
| High expectation of students and colleagues | **E** | **A/I** |
| Highly motivated and able to motivate and inspire students | **E** | **I** |
| Enthusiastic and committed | **E** | **I** |
| A passion for teaching | **E** | **I** |
| Open-mindedness | **E** | **I** |
| A forward-thinking approach | **E** | **I** |
| Excellent interpersonal skills | **E** | **I** |
| Ability to be reflective and self-critical | **E** | **I** |
| Display calmness under pressure | **E** | **I** |
| Potential for further promotion | **E** | **A/I** |
| Charismatic – ‘having a presence’ | **E** | **I** |
| Willingness to take on other roles and responsibilities within the department | **E** | **A/I** |

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| **Criteria Key** | **Assessment Key** |
| **E** | Essential | **A** | Application Form |
| **D** | Desirable | **I** | Interview |