

Job Description

Head of Modern Foreign Languages and Athena Learning Trust Subject Coordinator

Job Type: Permanent, 4 days a week at Pool Academy, and 1 day a week as a cross Athena Learning Trust MFL Subject Coordinator

Salary: MPS with an additional TLR 1a (£8706)

Responsible to: Assistant Principal

Main purposes of the role:

1. To lead and manage the Modern Foreign Languages (MFL) department at Pool Academy, ensuring high-quality teaching and learning and promoting the uptake of languages at all levels.
2. To act as a subject coordinator for MFL across the Athena Learning Trust.

Key job roles:

1. Lead and manage the MFL department, ensuring high standards of teaching and learning, student progress, and achievement.
2. Manage the performance of all MFL staff, providing effective support, feedback, and coaching.
3. Provide appropriate CPD and training, ensuring that the skills and knowledge of MFL staff are up to date.
4. Monitor and evaluate the quality of teaching and learning in MFL, using a range of data and evidence to identify areas for improvement.
5. Promote and encourage the uptake of languages at all levels, including through extra-curricular activities and enrichment opportunities.
6. Develop and implement effective systems for tracking and monitoring student progress and achievement in MFL, ensuring that interventions are timely and appropriate.
7. Foster positive relationships with parents/carers, external partners, and the wider community to promote MFL and cultural exchange.
8. Oversee the development of cross-curricular activities to ensure curriculum continuity and progression.
9. Ensure that the department contributes fully to the academic enrichment programme and offers a range of extra-curricular learning opportunities each year.
10. Develop and implement the MFL departmental improvement plan, in line with the academy's strategic objectives.

11. Work collaboratively with the CLT and other subject leaders to promote and deliver an integrated curriculum that meets the needs of all learners.
12. Act as a subject coordinator for MFL across the Athena Learning Trust (if the final part of the conversion takes place), working collaboratively with other subject coordinators to develop and implement effective policies and practices, share resourcing and looking for the optimal pedagogical approaches to delivering MFL across Athena

Requirements:

A degree in languages or a related subject
Qualified Teacher Status
Proven track record of achieving excellent results in MFL
Excellent communication and interpersonal skills

Person Specification

We want our Head of MFL to develop and demonstrate the following qualities:

Integrity: Able to demonstrate honesty, ethical conduct, and consistency in words and actions, earning the trust and respect of those around them

Empathy: An understanding of and ability to care for the needs of team members, and the ability to view situations from multiple perspectives.

Resilience: Able to stay focused on goals, bounce back from setbacks, and lead teams through adversity.

Adaptability: Proven ability to pivot and adjust approaches to changing circumstances.

Decisiveness: Ability to make timely and confident decisions in challenging situations.

Emotional intelligence: Proven ability to manage own emotions and understand/respond to the emotions of others, building strong, productive relationships.

Self-awareness: Ability to recognise your own strengths and weaknesses and use that knowledge to improve performance.

Courage: Willingness to take risks, stand up for what they believe in, and make difficult choices.

Humility: Able to collaboratively work with and learn from others, admitting mistakes and taking responsibility for them.