

## PERSON SPECIFICATION- Subject Leader of Modern Foreign Languages

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

<b>Qualifications &amp; Training</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Related degree	<b>E</b>	Application form
<input type="checkbox"/> Qualified teacher status	<b>E</b>	
<b>Knowledge &amp; Experience</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> A record of successful MFL delivery at KS3 and KS4	<b>E</b>	Application form
<input type="checkbox"/> Record of maximising student progress	<b>E</b>	
<input type="checkbox"/> Sound knowledge of examination specifications and National Curriculum as relevant to the subject	<b>E</b>	
<input type="checkbox"/> A commitment to ongoing professional development	<b>E</b>	
<input type="checkbox"/> An ability to inspire interest in the subject specialism	<b>E</b>	
<input type="checkbox"/> Ability to be inclusive with colleagues and students	<b>E</b>	
<input type="checkbox"/> Ability to motivate and inspire students	<b>E</b>	
<input type="checkbox"/> Successful experience as a leader	<b>D</b>	
<input type="checkbox"/> An understanding of the use of data to drive improvement	<b>D</b>	
<input type="checkbox"/> An understanding of quality assurance/self-evaluation	<b>D</b>	
<input type="checkbox"/> Understanding of strategies to create improvement	<b>D</b>	
<input type="checkbox"/> A clear vision for learning & teaching	<b>E</b>	
<input type="checkbox"/> A positive approach to change and continuous improvement	<b>E</b>	
<input type="checkbox"/> Evidence of a strong commitment to extra-curricular activities	<b>E</b>	
<input type="checkbox"/> Effective organisational and administrative skills	<b>E</b>	
<b>Skills &amp; Key Criteria</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Leadership and people management skills	<b>E</b>	Interview/ Task (if applicable)
<input type="checkbox"/> Ability to prioritise workload effectively to meet deadlines	<b>E</b>	
<input type="checkbox"/> Excellent communication and inter-personal skills, including tact and diplomacy	<b>E</b>	
<input type="checkbox"/> Strong communication skills – orally and in writing	<b>E</b>	

<input type="checkbox"/> Ability to adapt teaching to embrace new technologies	<b>E</b>	
<b>Personal Attributes</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> A supportive and co-operative team member	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Standards driven	<b>E</b>	
<input type="checkbox"/> Ability to work outside normal academy hours in line with academy and community needs	<b>E</b>	
<input type="checkbox"/> The ability to build strong professional relationships	<b>E</b>	
<input type="checkbox"/> A determination to ensure high achievement for all	<b>E</b>	
<input type="checkbox"/> An effective team member who demonstrates a willingness to play a positive role across school	<b>E</b>	
<input type="checkbox"/> Excellent interpersonal skills	<b>E</b>	
<input type="checkbox"/> A willingness to contribute to the wider life of school	<b>E</b>	
<input type="checkbox"/> A desire to become an outstanding leader	<b>E</b>	
<b>Equal Opportunities</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Commitment to equal opportunities policies relating to gender, race and disability in an educational context	<b>E</b>	
<b>Safeguarding</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Commitment to the protection and safeguarding of children and young people	<b>E</b>	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Has up to date knowledge of relevant legislation and guidance in relation to working with young people	<b>D</b>	