

Head of Modern Foreign Languages

Appointment from 1st September 2020

Person Specification

Attribute	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Good honours degree in relevant subject • Qualified Teacher Status 	<ul style="list-style-type: none"> • Masters degree or similar 	<ul style="list-style-type: none"> • Application • References
Knowledge, Skills and competencies	<ul style="list-style-type: none"> • Excellent classroom practitioner • Ability to devise new resources for learning • Clear ideas and strategies for raising pupil attainment and achievement • Knowledge of curriculum developments • The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop. 	<ul style="list-style-type: none"> • Has undertaken additional training to enhance subject delivery in the classroom 	<ul style="list-style-type: none"> • Application • References • Teaching Exercise • Interview
Experience	<ul style="list-style-type: none"> • Experience of delivering consistently good to outstanding lessons to students of all ages and abilities. • Excellent record of exam results • Proven success of raising student achievement and ensuring students make good or better progress within subject area. • A confident use of data to inform intervention in terms of teaching and learning to raise achievement. • Experience of implementing behaviour management strategies consistently and effectively. • Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes. • In-depth and up to date knowledge of the curriculum area and experience of delivering imaginative and stimulating lessons 	<ul style="list-style-type: none"> • Experience in more than one school • Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work. 	<ul style="list-style-type: none"> • Application • References • Interview
Continuous Professional Development	<ul style="list-style-type: none"> • Evidence of commitment to CPD, personal and departmental 	<ul style="list-style-type: none"> • Experience of leading CPD 	<ul style="list-style-type: none"> • Application
Philosophy and Commitment	<ul style="list-style-type: none"> • Vision aligned with ACSC of high aspirations and high expectations of self and others. • An understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour and a commitment to relentlessly implementing these strategies. • A commitment to the responsibility to safeguard and promote the welfare of all students. 		<ul style="list-style-type: none"> • Application • Interview
Personal Qualities	<ul style="list-style-type: none"> • Excellent communicator • Good team member • Drive and determination • Commitment to contribute to the wider life of the school and the community • Sense of humour • Resilience • Ambition 		<ul style="list-style-type: none"> • References • Interview
Leadership & Management	<ul style="list-style-type: none"> • Ability to manage, motivate, support and inspire trust in others. • Ability to generate a love of learning in students. • Ability to work as part of a team. • Ability to work well under pressure • Ability to formulate, monitor, evaluate and review plans and policies • Ability to confront and resolve problems. • Ability to innovate and manage change. 	<ul style="list-style-type: none"> • Experience of leadership 	<ul style="list-style-type: none"> • Application • References • Interview