

## PERSON SPECIFICATION – HEAD OF MODERN FOREIGN LANGUAGES

*Broadwater is committed to safeguarding and promoting the welfare of its students and expects all staff to share this commitment*

### Teaching & Learning

Job Criteria	Essential	Desirable	Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status and a good degree</li> </ul>	<ul style="list-style-type: none"> <li>• PGCE</li> <li>• Evidence of further professional development</li> <li>• Qualifications in French and/or Spanish</li> </ul>	Application Form and certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Outstanding classroom practitioner</li> <li>• Capable of delivering innovative successful teaching &amp; learning.</li> <li>• Track record of delivering whole school initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Current/recent responsibility post within a department</li> <li>• Experience of pastoral/tutor role</li> </ul>	Written statement, references and interview
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Sound understanding of the Secondary Curriculum</li> <li>• Knowledge of monitoring and assessment</li> <li>• Analysis of data</li> <li>• Understanding of strategies for raising student performance</li> <li>• Sound knowledge and fluent speaker of French and Spanish</li> <li>• Understanding of equal opportunities issues and their application to work.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of particular needs of pupils with SEN</li> </ul>	Written statement and interview
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Able to communicate effectively orally and in writing.</li> <li>• Communicates at a level and</li> </ul>		Written

	<p>in a manner appropriate to the situation.</p> <ul style="list-style-type: none"> <li>• Able to plan, differentiate, organise and prioritise effectively</li> <li>• Capacity to use ICT as an integral part of teaching.</li> <li>• Creative thinking</li> <li>• People management skills</li> <li>• Ability to lead initiatives, support the process of change and work effectively in a team.</li> <li>• Organised</li> </ul>		statement, references and interview
<b>Abilities and Attributes</b>	<ul style="list-style-type: none"> <li>• Innovative and enthusiastic</li> <li>• Highly ambitious</li> <li>• Trustworthy</li> <li>• Reliability</li> <li>• Ability to work as part of a team</li> <li>• Able to develop and maintain good relationships with staff, parents, governors and students.</li> <li>• Ability to maintain high expectations of work and behaviour for students.</li> <li>• Focused on the needs of the student</li> <li>• Ability to be an excellent ambassador</li> </ul>	<ul style="list-style-type: none"> <li>• Sense of humour</li> <li>• Flexibility</li> </ul>	Interview
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Suitability to work with children</li> <li>• Not on the Children's Barred List</li> </ul>		References and Enhanced DBS disclosure