

**Person Specification**

**Head of Modern Foreign Languages**

<b>Essential</b>	<b>Desirable</b>
<b>QUALIFICATIONS</b>	
Qualified Teacher Status	Higher Qualifications
Good Honours Degree or equivalent	Evidence of recent, relevant INSET
<b>PROFESSIONAL EXPERIENCE AND KNOWLEDGE</b>	
Evidence of CPD which demonstrates responsibility in a department which has had real impact	Second in department or above
Excellent understanding of effective teaching and learning and how to promote them	Responsible for a whole school area
Experience in a mixed comprehensive school	Experience of more than one school
Teaching experience of at least two from: French, German or Spanish	Experience of working with colleagues from other schools
Familiar with current trends in subject and more widely in education	Evidence of increasing uptake in MfL
Familiar with the National Curriculum for MfL	Experience of working with outside agencies
Familiar with the National Literacy & Numeracy Strategies	Clear evidence of innovative approaches used
Proven ability to add value in terms of student achievement	Willingness to contribute to and support school events Evidence of organising whole school events
ICT literate	Ability to offer other languages
Evidence of ICT use in teaching	
Evidence of contribution to the wider life of the school	
Experience of development planning and target setting	
<b>PERSONAL QUALITIES</b>	
Capacity for hard work	Ambitious
Ability to inspire children to achieve beyond their own expectations across the ability spectrum	Sense of humour
Liking of children	
Flexible, open minded	
Innovative and creative	
Appropriate personal presentation	
Organised	
Ability to meet tight deadlines	
<b>LEADERSHIP, MANAGEMENT SKILLS AND ATTRIBUTES</b>	
Ability to work as part of a team and alone	Potential for further promotion
Ability to make decisions	
Ability to resolve conflict	
Ability to lead and inspire others	
Ability to optimise staff performance	
<b>VISION</b>	
Personal belief in the value of education and the comprehensive system in particular	
Commitment to the school's vision and ethos	
Ability to articulate a vision for the area and inspire others to pursue it	
Keen to develop excellence in MFL Learning Area	
Highly motivated towards personal development	
Willingness to lead in the organisation of trips and visits	Willingness to participate in the organisation of and participate in trips and visits