



Person Specification

JOB TITLE:	Subject Leader - Modern Foreign Languages
DATE:	February 2024
STATUS:	Final

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Qualified teacher status.	E	✓			✓
2. BA degree in the subject area (or related to the subject area).	E	✓			✓
3. Evidence of designing and teaching effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.	E	✓	✓	✓	
4. Good knowledge and understanding of the National Curriculum and/or Post 16 curriculum relevant to point 3 above.	E	✓		✓	
5. Evidence of personal commitment to lifelong learning.	E	✓		✓	
6. Evidence of applying up to date working knowledge and understanding of teaching, learning and behaviour management strategies in practice.	E	✓		✓	
7. Thorough understanding of how young people learn and the core features of an effective curriculum.	E	✓		✓	

8. Evidence of relevant and on-going professional development, keeping up to date with strategic and national developments.	E	✓		✓	
Experience					
9. Successful track record as a teacher that demonstrates high quality teaching and learning and positive impact on learner outcomes.	E	✓		✓	
10. Evidence of teaching KS3 and KS4 in the subject area.	E	✓		✓	
11. Experience of contributing to the planning, design, delivery and evaluation of an area of the school curriculum.	E	✓		✓	
12. Experience of leading a team, working with peers across own school to achieve shared priorities.	E	✓		✓	
13. Experience of contributing to the formulation of improvement plans at department and whole school level.	D	✓		✓	
Skills and competencies					
14. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E	✓		✓	
15. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity.	E		✓	✓	
16. Good written and communication skills.	E	✓		✓	
17. Demands ambitious standards and high expectations of all learners.	E		✓	✓	
18. Understanding to enabling teaching in KS5.	D	✓		✓	
19. Effectively manages own behaviour and relationships with other to provide appropriate support and challenge.	E		✓	✓	
20. Effective oracy and written communication skills for a range of audiences.	E	✓		✓	

21. Ability to use ICT to support learning and track and analyse attainment.	E	✓		✓	
Other					
22. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
23. Willing and able to contribute to extra-curricular activities.	D	✓		✓	
24. Willing and able to contribute to whole school developmental initiatives/school improvement/planning/self-evaluation.	D	✓		✓	
25. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
26. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	