

## PERSON SPECIFICATION – Teacher 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"/> Qualified teacher status by Sept 2024	<b>E</b>	Application Form / Interview / Task (if applicable)
<input type="checkbox"/> Foreign Language (French or Spanish) degree or equivalent	<b>E</b>	
<b>Knowledge &amp; Experience</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Knowledge and experience of teaching in a secondary school	<b>E</b>	Application Form / Interview / Task (if applicable) / References
<input type="checkbox"/> Experience delivering Spanish and/or French to secondary age students	<b>E</b>	
<input type="checkbox"/> Record of raising standards and maximising student progress	<b>D</b>	
<input type="checkbox"/> Sound knowledge of National Curriculum for Modern Foreign Languages	<b>E</b>	
<input type="checkbox"/> Evidence of relevant and recent CPD and a commitment to ongoing professional development	<b>E</b>	
<input type="checkbox"/> Ability to adapt teaching to embrace new and emerging technologies	<b>E</b>	
<input type="checkbox"/> An ability to inspire interest and excitement 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"/> Commitment to building students as independent learners	<b>E</b>	
<input type="checkbox"/> A commitment to extra-curricular activities	<b>E</b>	
<b>Skills &amp; Key Criteria</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Proven ability to raise standards in classrooms	<b>D</b>	Application Form / Interview / Task (if applicable) / References
<input type="checkbox"/> An understanding of the components which comprise outstanding teaching and learning	<b>E</b>	
<input type="checkbox"/> Use of assessment information to improve own practice and raise standards	<b>E</b>	
<input type="checkbox"/> Effective use of different strategies to promote good learning relationships and high rates of progress in an inclusive environment	<b>E</b>	
<input type="checkbox"/> Use of intervention strategies to address identified issues for individual pupil development and progress	<b>D</b>	
<input type="checkbox"/> Awareness of the latest developments and initiatives in education	<b>E</b>	
<input type="checkbox"/> Able to develop high quality learning strategies and monitor learner progress to raise attainment	<b>E</b>	
<input type="checkbox"/> Effective use of Assessment for Learning to engage learners as active participants in their learning	<b>E</b>	

<input type="checkbox"/> Ability to contribute to curriculum development	<b>E</b>	
<input type="checkbox"/> Ability to plan and resource effective learning programmes and lessons to meet curricular objectives and individual pupils needs	<b>E</b>	
<input type="checkbox"/> Ability and willingness to contribute to school and Academy wide planning activities	<b>E</b>	
<input type="checkbox"/> Strong communication skills – orally and in writing	<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"/> Excellent interpersonal and communication skills	<b>E</b>	
<input type="checkbox"/> Ability to foster positive professional relationships and work effectively with teaching staff of varying experience	<b>E</b>	
<input type="checkbox"/> Highly motivated with an ability to show resilience whilst working with competing demands	<b>E</b>	
<input type="checkbox"/> Have a commitment to making a difference in the lives and outcomes of students through education	<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>	