

Person Specification: Head of Faculty: Modern Foreign Languages

	Essential Criteria	Desirable Criteria
Qualifications Training	<ul style="list-style-type: none"> • Educated to at least Degree level and holds QTS • Evidence of middle leader training/CPD development 	<ul style="list-style-type: none"> • Leadership qualification/training • Additional CPD and/or qualifications within the subject • Evidence of further academic research
Experience	<ul style="list-style-type: none"> • Experience of teaching MFL/Spanish at KS3 and KS4 • A commitment to play a full part in the welfare and progress of students • Experience of managing and leading staff and/or support staff • A good understanding of managing the raising of standards including target setting procedures • Demonstrate a clear understanding and confident use of a variety of teaching methods and learning strategies • Experience of contributing to self-evaluation • Experience of achieving excellent progress and results for students of all abilities • Provide a clear planning framework for teaching and learning in MFL • Effective management of behaviour 	<ul style="list-style-type: none"> • Experience of leading projects at subject and/or faculty level that had a positive impact on teaching and learning • Understanding of national subject initiatives and changes • Experience of teaching A Level • Experience of mentoring/coaching other staff
Knowledge and Understanding	<ul style="list-style-type: none"> • Understanding of safeguarding procedures • Excellent understanding of subject requirements at Key Stages 3 and 4 • Knowledge and experience of using relevant pedagogy and practice • Excellent understanding of appropriate assessment and monitoring processes. • Understanding of data such as Progress and Attainment 8 • Knowledge of strategies for improving teaching and learning 	<ul style="list-style-type: none"> • Knowledge and understanding of current policy and thinking in education • Understanding of leadership development
Job Related Skills	<ul style="list-style-type: none"> • Ability to plan strategically • Outstanding classroom practitioner • Ability to remain calm under pressure • Ability to motivate young people • Excellent interpersonal and communication skills • Demonstrable high professional standards • Ability to resolve conflicts effectively and professionally • Ability to analyse data and design effective interventions to raise achievement • Ability to develop effective working relationships with staff to improve performance • Ability to accept different viewpoints and to effectively communicate whole school messages 	<ul style="list-style-type: none"> • Ability to network with other schools • Ability to deliver high quality professional development • Ability to motivate students through extra- curricular clubs and/or trips • Highly competent ICT skills across a range of applications

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Personal Skills and Qualities	<ul style="list-style-type: none"> • Ability to think strategically • Positive and resilient approach • Emotional intelligence and ability to empathise • Self-reflective practitioner • Motivation to be a highly effective leader • Commitment to support the success of young people • Willingness to contribute and lead the CPD of colleagues • Ability to make objective and evidence-based decisions • Ability to hold 'professional conversations' 	<ul style="list-style-type: none"> • Commitment to leadership development beyond subject • Able to work collaboratively with colleagues in other schools • Willing to support learning outside the formal curriculum