**Person Specification – Head of MFL/Assistant Head of Faculty**

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|  | **Essential** | **Desirable** |
| **Qualifications and** **Training** | Qualified teacher statusRelevant Degree | Good honours degreeAbility to teach 2 languages |
| **Experience** | Excellent classroom practitioner across the age and ability rangeKnowledge of the curriculum demands at KS3 and 4Experience of being a form tutorExperience of working with parentsProven track record of improving student progressExperience of extending learning beyond the classroom | Experience of leading othersExperience in leading curriculum developmentExperience of monitoring the quality of teaching and learningExperience of mentoring traineesExperience of KS5 teaching |
| **Knowledge, understanding and skills** | Able to lead by exampleAble to devise and implement strategies for improving student progressProven classroom management abilityEvidence of continued professional development Knowledge and understanding of safeguarding Able to motivate others & build a teamAble to manage changeAble to track student progressExcellent ICT skillsExcellent communication skillsAble to establish good working relationships with a wide range of people including students, parents, Governors and colleagues | Able to use quality assurance systems to evaluate standardsUnderstanding of current issues in learningDepartmental self-evaluationUsing data to inform intervention strategiesRaising the aspiration of students |
| **Personal Attributes** | Ability to inspire, challenge and motivate the team and individuals to achieve high goalsVisionSense of humourInnovative, creative and solution focussedAble to work under pressure and remain positive, enthusiastic & resilient A reflective practitionerExcellent interpersonal and teamwork skillsAlways meets deadlinesExcellent attendance & punctualityExcellent time-management skillsHigh personal standardsA role-model at all times |  |