



Person Specification: Subject Leader for Modern Foreign Languages

We will be using the following criteria during the selection and interview process

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Good degree • Teaching qualification 	<ul style="list-style-type: none"> • Management qualification
Experience	<ul style="list-style-type: none"> • Evidence of successful teaching experience at all levels • Successful middle leadership experience 	<ul style="list-style-type: none"> • Experience of working in a high performing school
Leadership and Management	<ul style="list-style-type: none"> • Successful management of educational change • Evidence of commitment to continuous school improvement 	<ul style="list-style-type: none"> • Successful leadership of educational change
Knowledge	<ul style="list-style-type: none"> • Student target setting and use of assessment information • Detailed knowledge of school improvement strategies • Understanding of the personalised learning agenda 	<ul style="list-style-type: none"> • Understanding of the role of ICT in school improvement • Understanding of the Every Child Matters agenda
Skills	<ul style="list-style-type: none"> • Excellent team working and interpersonal skills • Data management and analysis skills • Exemplary teaching skills • Ability to inspire, lead, manage and motivate • Ability to support teachers in evaluating their own practice • Ability to develop and manage appropriate and efficient systems • Ability to initiate and lead change 	<ul style="list-style-type: none"> • Excellent ICT skills
Personal Qualities	<ul style="list-style-type: none"> • Sense of humour and a positive outlook • Student focused commitment • Creativity and imagination with a willingness to challenge existing thinking • Ability to challenge the status quo whilst being sensitive when working with others • Ability to work under pressure; a determination to succeed • Prioritise and manage own time effectively 	