



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • First degree • QTS • Clear evidence of continuing professional development 	<ul style="list-style-type: none"> • Further professional qualification or degree
Experience	<ul style="list-style-type: none"> • Experience of teaching French and/or Spanish • Evidence of successful teaching across the full ability and age range and at examination level • Experience of raising the achievement of targeted groups (eg SEN, Pupil Premium) 	<ul style="list-style-type: none"> • Experience of teaching French and Spanish • Experience of more than one school • Experience of teaching/leading curriculum development outside subject area • Evidence of line managing a team of staff. • Clear evidence of successful teaching across the full ability and age range and at examination level • Implementing curriculum development that has lead to raising standards/ improvements in teaching and learning/assessment for learning
Good Knowledge and Understanding	<ul style="list-style-type: none"> • Up to date knowledge of the Spanish and French Curriculum • Strategies for personalised learning and differentiation across a mixed ability range • Current national developments in education, teaching and learning 	
Skills/Qualities	<ul style="list-style-type: none"> • Effective organisational skills with the ability to meet deadlines • Dynamic and innovative approach to teaching and learning developments within the a department • Ability to model effective teaching methods in order to raise achievement • Ability to assess and promote students' progress in a variety of ways 	<ul style="list-style-type: none"> • Ability to gather, analyse and interpret data for effective target setting • Ability to plan strategically in order to raise achievement



	<ul style="list-style-type: none">• Good interpersonal and communication skills• Ability to build positive working relationships with colleagues• Ability to write clear concise reports• Ability to motivate and effectively manage students in large groups and individually• Ability to lead by example• Establish routines, systems and procedures• High standards set and modelled• Good attendance, punctuality and health record	<ul style="list-style-type: none">• Ability to lead and influence others• Ability to provide support through coaching/line management• Ability to carry out lesson observations, provide feedback and set suitable targets• Ability to performance manage colleagues• Ability to lead, manage and implement changes to the curriculum
Equal Opportunities	<ul style="list-style-type: none">• Commitment and contribution to School's Single Equality Policy	
Disposition	<ul style="list-style-type: none">• Commitment to the comprehensive ideal, social inclusion and to raising standards for all students• To be interested in young people, how they learn and in developing ways of removing barriers to learning• Interest in developing interventions to counteract disadvantage, prevent underachievement and improve the literacy levels of all students• To believe in the importance of team work and a collaborative approach• Commitment to and understanding of collective responsibility and distributed leadership• Willingness to attend outside meetings and to work outside the timetabled day• Flexible approach and a sense of proportion• Ability to work hard with competing deadlines, prioritising appropriately and maintaining good humour• A strong emphasis on achievement and high expectations• A commitment to educating the whole person.	