PERSON SPECIFICATION - Head of Spanish (Band 1 – Band 3) & TLR 2b

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
QUALIFICATIONS	Qualified Teacher Status Graduate in Spanish	Relevant further qualifications related to Spanish /MFL or further qualification in Education.	Application Form
EXPERIENCE	Successful completion of secondary school experience at KS3/KS4 in Spanish Outstanding Teacher of Spanish. Proven record of using ICT to enhance learning and teaching.	Any further experience working with young people in and out of school (e.g. youth work, summer schools, overseas work). Experience of teaching Spanish at KS5 Experience of leading staff development.	Application Form/ References/ Interview
PROFESSIONAL DEVELOPMENT	Evidence of keeping up to date with NC developments in Spanish.	Involvement in courses covering generic issues e.g. thinking skills, assessment, SEND, more able, EAL.	Application Form/ Interview
SKILLS	Outstanding Classroom practitioner in terms of teaching and learning styles. Ability to develop a vision for Spanish in the 21st century. Ability to lead and manage a team Ability to develop KS3/4&5 courses in Spanish Ability to communicate well in both written and verbal forms. Good record keeping/monitoring of work.	Knowledge of innovative techniques to enhance learning especially through the use of ICT. Ability to produce resources and materials to support learning process. Ability to work effectively with partner schools and organisations to support educational developments. .	References/ Interview
SPECIAL KNOWLEDGE	Good knowledge and understanding of Spanish syllabus up to AS/A2 level.		Interview
PERSONAL ATTRIBUTES	Sympathy with the school mission statement. Able to work effectively within a team setting. Excellent time management skills Self motivated and the ability to motivate other people. Ability to use initiative Commitment to ongoing developments and improvements. Flexible approach to work. A sense of humour.	Willingness to support extra-curricular activities.	References/ Interview