



Person Specification

Job Title: Head of Modern Foreign Languages

Knowledge	Essential	Desirable
1. Good understanding of your subject secondary curriculum, Key Stage 3 & Key Stage 4. Key Stage 5 desirable	✓	
2. Knowledge of current issues facing MFL departments	✓	
3. A record of appropriate and continuing CPD		✓
4. Good understanding of school improvement and Ofsted inspection framework	✓	
5. Knowledge of departmental monitoring and tracking systems and their role in securing improvement	✓	
6. Ability to provide clear evaluation and strategies for improvement for leadership teams and departments	✓	
7. Ability to use Raise Online and other data to analyse and evaluate school/departmental performance		✓
8. Good understanding and knowledge of current and new examination specifications	✓	
9. Ability to offer advice on school-based assessments and on examination preparation for examinations	✓	
10. Able to assess school-based assessments accurately and identify strategies for improvement	✓	
11. Experience of exam board marking		✓
12. Knowledge and understanding of marking criteria and using experience of this to support departmental colleagues	✓	
Qualifications		
13. Degree in Modern Foreign Languages (French/ German/ Spanish) with the ability to teach at least 2 to GCSE level and 1 to A level	✓	
14. Qualified Teacher Status	✓	
15. Masters degree in MFL or Education / further study		✓
16. Evidence of involvement in relevant CPD		✓
Experience		
17. Experience of leading or supporting leadership of a department or providing support to a school/department	✓	
18. Successful experience of teaching at key stages 3 & 4	✓	
19. Evidence of managing and leading a new initiative across a department or whole school	✓	

20. Evidence of involvement in transformational change within a department		✓
21. Outreach work / supporting a department in challenging circumstances		✓
Skills		
22. To be able to demonstrate high quality teaching	✓	
23. An outstanding classroom practitioner with a clear direction and vision for teaching and promoting the subject across the Academy	✓	
24. Outstanding relationships with students and staff members which promotes excellent classroom discipline and attainment	✓	
25. Able to deliver bespoke CPD to colleagues and trainees	✓	
26. To be able to analyse and review data and provide feedback and high quality reports	✓	
27. To be able to develop intervention strategies that bring about rapid improvement	✓	
29. Able to work flexibly and under pressure	✓	
30. Able to provide clear strategies for improvement, following analysis/review of data and/or performance	✓	
31. To be able to provide resources for departments	✓	
32. Develop and deliver clear examination and intervention work	✓	