

PERSON SPECIFICATION- Head of Spanish

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential/Desirable	How Identified
<ul style="list-style-type: none"> ▪ QTS 	E	Application form/Interview/ Task (if applicable)
<ul style="list-style-type: none"> ▪ Degree or equivalent in Spanish 	E	
Knowledge & Experience	Essential/Desirable	How Identified
<ul style="list-style-type: none"> ▪ Knowledge and experience in KS3, KS4 and KS5 	E	Application form/Interview/ Task (if applicable)
<ul style="list-style-type: none"> ▪ A record of successful and inspirational Spanish delivery at KS3, KS4 and KS5 	E	
<ul style="list-style-type: none"> ▪ Record of maximising student progress 	E	
<ul style="list-style-type: none"> ▪ Sound knowledge of examination specifications and National Curriculum as relevant to the subject 	E	
<ul style="list-style-type: none"> ▪ A commitment to ongoing professional development 	E	
<ul style="list-style-type: none"> ▪ An ability to inspire interest in the subject specialism 	E	
<ul style="list-style-type: none"> ▪ Ability to be inclusive with colleagues and students 	E	
<ul style="list-style-type: none"> ▪ Ability to motivate and inspire students 	E	
<ul style="list-style-type: none"> ▪ Experience as a leader in a secondary education setting 	E	
<ul style="list-style-type: none"> ▪ An understanding of the use of data to drive improvement 	E	
<ul style="list-style-type: none"> ▪ An understanding of quality assurance/self-evaluation 	E	
<ul style="list-style-type: none"> ▪ Understanding of strategies to create improvement 	E	
<ul style="list-style-type: none"> ▪ A clear vision for learning and teaching 	E	
<ul style="list-style-type: none"> ▪ A positive approach to change and continuous improvement 	E	
<ul style="list-style-type: none"> ▪ Evidence of a strong commitment to extra-curricular activities 	E	
<ul style="list-style-type: none"> ▪ Effective organisational and administrative skills 	E	

Skills & Key Criteria	Essential/Desirable	How Identified
▪ Leadership and people management skills	E	Application form/Interview/ Task (if applicable)
▪ Ability to prioritise workload effectively to meet deadlines	E	
▪ Excellent communication and inter-personal skills, including tact and diplomacy	E	
▪ Strong communication skills – orally and in writing	E	
▪ Ability to adapt teaching to embrace new technologies	E	
Personal Attributes	Essential/Desirable	How Identified
▪ A supportive and co-operative team member	E	Application form/Interview/ Task (if applicable)
▪ Standards driven	E	
▪ Ability to work outside normal academy hours in line with academy and community needs	E	
▪ Ability to travel to multi-site locations across the Trust	E	
▪ The ability to build strong professional relationships	E	
▪ A determination to ensure high achievement for all	E	
▪ An effective team member who demonstrates a willingness to play a positive role across school	E	
▪ Excellent interpersonal skills	E	
▪ A willingness to contribute to the wider life of school	E	
▪ A desire to become an outstanding leader	E	
Equal Opportunities	Essential/Desirable	How Identified
▪ Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	E	Application form/Interview/ Task (if applicable)
▪ Commitment to equal opportunities policies relating to gender, race and disability in an educational context	E	
Safeguarding	Essential/Desirable	How Identified
▪ Commitment to the protection and safeguarding of children and young people	E	Application form/Interview/ Task (if applicable)
▪ Has up to date knowledge of relevant legislation and guidance in relation to working with young people	D	