**Ponteland High School**

**PERSON SPECIFICATION FOR THE POST OF**

**MFL TEACHER**

| **Criteria** | **Essential**  **Requirements** | **Desirable**  **Requirements** | **Evidence From** |
| --- | --- | --- | --- |
| **Qualifications**  **and**  **Experience** | (i) Graduate with Qualified Teacher Status (degree, PGCE, BEd or equivalent) | Higher degree in relevant area | Application Form |
| (ii) Experience of successful teaching MFL across all key stages including A level | Evidence of having led an area of examination MFL | Application Form Classroom observation  Reference |
| (iii) Successful teaching experience across the full ability range | Evidence of regularly engaging in personal professional development to develop subject knowledge | Application Form  Reference  Interview |
| **Knowledge**  **and**  **Experience** | (i) Clear views on what constitutes effective classroom practice |  | Classroom observation  Interview |
| (ii) Excellent subject knowledge | Higher degree in relevant area | Letter of Application  Interview |
| (iii) Ability to expertly demonstrate a range of learning and teaching strategies | Involvement in specific learning and teaching projects | Letter of Application  Reference  Interview |
| (iv) Commitment to continual improvement | Evidence of engagement with regular CPD  Involvement in Action Research |  |
| **Personal**  **Qualities** | (i) Ability to work as part of a subject/ curriculum team |  | Reference  Interview |
| (ii) Excellent ICT skills | Experience of working with electronic whiteboards, VTLE’s etc. | Classroom observation  Letter of Application  Reference |
| (iii) Ability to promote excellent classroom behaviour |  | Classroom observation  Reference |
| (iv) Excellent personal and organisational skills e.g. lesson preparation, scheme of work development, meeting deadlines, good record keeping etc. |  | Application form  Reference  Interview |
| (v) Excellent interpersonal skills |  | Interview  Reference |
| (vi) Hard working, healthy and good attendance record |  | Post interview check |
| (vii) Likes working with young people and can contribute to whole school ethos | Can contribute to wider school development e.g. sport, drama, music, visits etc. | Reference  Interview |
| (viii) Good sense of humour and personal resilience |  | Interview  Reference |

Stef McElwee

Headteacher

Feb 2024