

**ST MARY'S CATHOLIC SCHOOL
PERSON SPECIFICATION
FOR THE POST OF TEACHER OF MODERN FOREIGN LANGUAGE**

It is accepted that candidates will have varying depths of expertise in the areas listed as 'essential' and are unlikely to have all the experience listed as 'desirable'.

Factor	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Good honours degree • QTS in England/Wales • Teaching qualification (eg PGCE) 	<ul style="list-style-type: none"> • Catholic Teachers Certificate (or CCRS) 	<ul style="list-style-type: none"> • Application
Background and Experience	<ul style="list-style-type: none"> • Able to teach the full 11-19 range • Good subject knowledge • Understanding of current developments in education • Experience of developing effective approaches to raising standards of teaching and learning 		<ul style="list-style-type: none"> • Application • References • Interview
Leadership and Management	<ul style="list-style-type: none"> • Interested in career progression and professional development • Commitment to academic excellence and an inclusive curriculum • Commitment to breadth in and beyond the curriculum, and to development to the full potential of all students at all levels 		<ul style="list-style-type: none"> • Selection procedure • References
Personal Qualities	<ul style="list-style-type: none"> • Fully supportive of the aims and ethos of a Catholic School • A commitment to meeting the needs of each individual student • Evident integrity, warmth and sensitivity to needs of others • High-level oral and written communication skills • Effective organisational and administrative skills • ICT skills • Able to work well in a team and accept some delegated responsibility within the department • A participative/collaborative working style 	<ul style="list-style-type: none"> • Committed and practising Catholic who can offer a Christ-centred caring and empathetic approach 	<ul style="list-style-type: none"> • Application • References • Interview

Factor	Essential	Desirable	How identified
	<ul style="list-style-type: none"> • Positive approach to change and continuous improvement • Ability to inspire and respond to the aspirations of adolescents and young adults, thus giving them a vision for life • Enjoyment of working with young people • Ability to maintain sense of perspective – and a sense of humour! • Good health record • High expectations of what pupils can achieve in their subject • Able to form good working relationships with colleagues 		
Awareness of some or all of these issues	<ul style="list-style-type: none"> • Staff development • Knowledge and experience of the different teaching and learning styles 		<ul style="list-style-type: none"> • Selection procedure • References