



## A Career at St Edmund's College

### Teacher of Spanish

#### Person Specification

	Essential	Desirable	Method of assessment
	These are qualities without which the Applicant could not be appointed.	These are extra qualities which can be used to choose between applicants who meet all of the essential criteria.	
Qualifications	<ul style="list-style-type: none"> <li>Good (Honours) degree in Spanish.</li> </ul>	<ul style="list-style-type: none"> <li>Post Graduate Qualification in Education or QTS or equivalent.</li> </ul>	Production of the Applicant's certificates Discussion at interview Independent verification of qualifications
Experience	<ul style="list-style-type: none"> <li>An excellent classroom teacher.</li> <li>Proven success in present post.</li> <li>Experience of teaching Spanish across the ability and age range in an 11- 18 school.</li> <li>Experience of developing a curriculum that meets the diverse needs of the pupils.</li> <li>Excellent record keeping.</li> <li>A record of sustained outstanding classroom practice.</li> <li>Experience in the use of assessments and tracking to raise achievement.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to teach French or another subject offered in the College.</li> </ul>	Contents of the application form Interview Professional references

Skills & Knowledge	<ul style="list-style-type: none"> <li>• Ability to teach Spanish to A Level.</li> <li>• Excellent subject expertise.</li> <li>• A positive and dynamic approach to teaching and learning, including ICT.</li> <li>• A commitment to equality of opportunity for all.</li> <li>• An ability to work as a member of a team and to use your initiative.</li> <li>• Displays commitment to the protection and safeguarding of children and young people.</li> <li>• Values and respects the views and needs of children and young people.</li> <li>• Respects and values the different experiences, ideas and backgrounds others can bring.</li> <li>• Resilient and demonstrates ability to work well under pressure.</li> <li>• Hardworking and enthusiastic.</li> <li>• Is willing to work within organisational procedures, processes to meet required standards for the role.</li> <li>• A commitment to continual personal and professional development.</li> <li>• Is reflective and learns from past experiences.</li> </ul>		<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>
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<b>Personal competencies qualities, attitude and behaviours</b>	<ul style="list-style-type: none"> <li>• Displays emotional resilience in working with challenging behaviours.</li> <li>• Has a positive attitude to use of authority and maintaining discipline.</li> <li>• Is fully committed to the department and its development and willing to contribute to the College development plans.</li> <li>• Responsible, honest and reliable.</li> <li>• Personable, willing and helpful.</li> <li>• Independently strong and confident, as well as being a team player.</li> <li>• Is able to work calmly under pressure with a professional disposition.</li> <li>• Is willing to communicate and resolve difficulties at the earliest opportunity.</li> <li>• Pragmatic and adaptable.</li> <li>• Excellent time management skills and ability to prioritise.</li> <li>• motivation to work with children and young people.</li> <li>• ability to form and maintain appropriate relationships and personal boundaries with children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Produce, maintain and share high quality learning materials and resources, which are aligned with the HPL philosophy and framework.</li> </ul>	<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>
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The College is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Candidates will be required to undergo relevant Safeguarding Checks.

We will seek references on short-listed candidates that will include questions about past disciplinary actions or allegations in relation to behaviour with children and may approach previous employers for information to verify particular experience or qualifications before interview.

This role is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.