

Darland High School

Person Specification – Languages Faculty Coordinator (Head of Welsh)

Training, skills and abilities					
Essential		Desirable	Application	Interview	Observation
1	Qualified Teacher Status		◆		
2	Honours degree in Welsh or related subject	Ability to speak another language in addition to Welsh and English	◆	◆	
3	Ability to plan, teach and assess effectively and to a high standard.	Outstanding teacher	◆		◆
4	High level of organisational skills and an ability to take on new challenges		◆		
5		A proven ability to teach more than one subject.	◆		
6	Effective communication / interpersonal skills		◆	◆	◆
7	Ability to lead, motivate and influence others effectively		◆	◆	
8	Ability to raise standards		◆	◆	
9	Skill in inciting and driving participation in Welsh and celebration of students' achievements in the subject.		◆	◆	◆
10	A high degree of IT literacy		◆	◆	

Experience					
Essential		Desirable	Application	Interview	Observation
11	At least 3 years teaching experience.		◆		
12	Implementing curriculum development that has led to raising standards.	Experience of leading INSET	◆	◆	
13	Evidence of raising achievement of targeted groups (eg. SEN, MAT, boys)		◆	◆	

Knowledge and Understanding					
Essential		Desirable	Application	Interview	Observation
14	Knowledge of current educational issues.	Knowledge of the educational agenda in Wales particularly the National Priorities and the Literacy and Numeracy Framework	◆	◆	
15	Understanding of the key role Welsh plays in secondary education		◆	◆	

16	A thorough understanding of recent developments in Welsh curricula at both KS3 and KS4		◆	◆	
17	Understanding of how children learn		◆	◆	◆
18	Thorough understanding of and commitment to equality of opportunity		◆	◆	

Personal Qualities					
Essential		Desirable	Application	Interview	Observation
19	An energetic team leader who is able to enthuse others, challenge poor performance and manage conflict.		◆	◆	
20	A leadership style based on consultation, involvement and valuing the achievement of others.		◆	◆	
21	Ability to work effectively under pressure, completing tasks to meet challenging deadlines.		◆	◆	
22	Interest in developing interventions to counteract disadvantage, prevent underachievement and improve the skills of all students		◆	◆	◆
23	An equable temperament and good sense of humour		◆	◆	
24	A major commitment to quality and excellence		◆	◆	