

Specification	Essential	Desirable	Evidence
<b>Qualifications</b>	Good honours degree Qualified teacher status	Post graduate qualification	Application form & certificates on appointment
<b>Experience</b>	Successful teaching experience in English at KS3 and KS4 Experience of teaching across the age and ability range Experience of contributing to enrichment activities	Experience teaching English Literature or Language and Literature at KS5	References & lesson observation & interview
<b>Philosophy</b>	Commitment to continuous improvement and to professional development as a means of raising achievement. Commitment to 'Every Child Matters' and 100% Philosophy of NPA. Commitment to sharing best practice. Belief in the positive difference high quality education opportunities make to people's lives.	A research project that demonstrates impact on pupil progress.	Application letter & interview
<b>Professional knowledge and understanding</b>	Ability to empathise with and understand the needs of 11-19 year olds. Ability to inspire high levels of student performance. Detailed knowledge of the English curriculum and experience of departmental monitoring and assessment methods. Ability to work with clear and measurable objectives to provide year on year improvement. Awareness of how to use comparative data for benchmarking, target setting and monitoring. Ability to maintain confidentiality of pupil information. Interpersonal skills, with the ability to build strong relationships with students, parents, and staff. Understanding of the pastoral role within schools and the work of external agencies.	Ability to develop the use of ICT within Teaching and Learning	Application letter & interview
<b>Skills attributes and personal qualities</b>	Ability to work well under pressure and to deadlines. High standards of communication and interpersonal skills, with the ability to build strong relationships with students, parents, staff, governors and the wider community. Ability to create a happy, challenging and effective learning environment. Ability to inspire the confidence of students' parents and colleagues.		References & interview

	<p>Ability to work co-operatively with colleagues of other disciplines.</p> <p>Ability to inspire high levels of student performance.</p> <p>Ability to give and receive effective feedback and act to improve own performance and that of others.</p> <p>Ability to explain ideas clearly and succinctly.</p> <p>Competent user of ICT, including subject specific software.</p> <p>Willingness to ask for advice and support where necessary.</p> <p>Self-motivated with enthusiasm, energy and a positive approach towards students and staff.</p> <p>Ability to work as part of a team.</p> <p>Ability to support Teaching and Learning.</p> <p>Excellent attendance and punctuality record.</p>		
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