**PERSON SPECIFICATION**

**E= Essential, D = Desirable**

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|  | E | D |
| **Skills/Abilities** |
| Able to lead and self-manage own workload to deadline and quality standards  | ✓ |  |
| Able use resources effectively to ensure pupils make strong progress | ✓ |  |
| Able to demonstrate understanding of complex problems and apply in depth knowledge to address them |  | ✓ |
| Able to supervise work of students | ✓ |  |
| Able to set targets and monitor progress | ✓ |  |
| Able to positively influence student behaviour by supporting, motivating and encouraging. | ✓ |  |
| Able to build good working relationships by having a positive impact on all stakeholders.  | ✓ |  |
| Good communication skills, able to clarify and explain instructions clearly | ✓ |  |
| Effective use of ICT and ability to work with and analyse data | ✓ |  |
| **Knowledge and Understanding** |
| Knowledge of a range of educational needs and how to support these | ✓ |  |
| **Experience** |
| Experience of identifying, planning and managing successful Interventions for AEN pupils | ✓ |  |
| Experience of supporting AEN pupils social and emotional development | ✓ |  |
| **Qualifications** |
| Education equivalent to A-level standard | ✓ |  |
| Degree or other higher qualifications |  | ✓ |
| Training in child development / pastoral care / educational psychology / other |  | ✓ |
| Evidence of recent in-service training |  | ✓ |
| First aid qualification /willingness to undertake training to become a first aider | ✓ |  |
| **Attributes** |
| Commitment to an ethos of high standards, personal fulfilment, academic success and to improving the life chances of young people | ✓ |  |
| Pro-active approach to resolving issues and ability remain calm under pressure |  | ✓ |
| Discretion and diplomacy | ✓ |  |