

**Person Specification - Art and Design Technician**

The successful candidate will display the following qualities and characteristics. They will:

* have the ability to evaluate practice, apply accountability and contribute to team thinking
* be capable of personal reflection and self-reflection to continually develop teaching
* display initiative and the ability to self-motivate
* display genuine interpersonal skills to motivate, inspire and lead students
* use data to question performance and set challenging targets of self
* be committed to the academic and personal development of students as individuals.

Further requirements of the position are detailed below:

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| **Training and Qualifications** | **Essential** | **Desirable** |
| Educated to a minimum standard of GCSE (grade Cor above) or equivalent, in English and Maths | \* |   |
| Experience of working within a Art and Design department |  |  \* |
| Experience of managing stock control and keeping records |  | \* |
| Working knowledge of health and safety |  | \* |
| Knowledge and experience to undertake the tasks needed in the job description to a high standard, or aptitude to acquire capability in the role rapidly. | \* |  |
| Recognised technology, art or photography qualification  |  | \* |
|  **Experience in Design**  | **Essential** | **Desirable** |
| Experience of working with children |  |  \* |
| Able to prepare and support with key stage three, four and five Art based practicals, whilst following health and safety regulations. | \* |   |
| Able to prepare and support with key stage three, four and five Design & Technology (including Food) based practicals, whilst following health and safety regulations. |  | \* |
| Working knowledge of relevant policies, procedures and codes of practice |  | \* |
| **Professional Knowledge and Understanding** | **Essential** | **Desirable** |
| Set high expectations which inspire, motivate and challenge students | \* |  |
| An understanding of student's educational development |  |  \* |
| Understanding of school's role in the local community | \* |   |
| Strong moral purpose that aligns with school values | \* |  |
| **Character, Personal Skills and Abilities**  | **Essential** | **Desirable** |
| Good Communication Skills | \* |   |
| Ability to build good relationships | \* |  |
| Motivated, enthusiastic and flexible | \* |  |
| Interpersonal Skills | \* |   |
| Stamina and Resilience | \* |   |
| Confidence | \* |   |
| Personal proficiency in ICT | \* |  |
| Team Player | \* |   |
|  Ability to receive and act on feedback | \* |   |
| Personal impact and presence | \* |   |
|  Excellent record of attendance | \* |  |
|  A desire to develop yourself | \* |  |
|  Ability to work under pressure | \* |  |