

PERSON SPECIFICATION

DESIGN TECHNOLOGY HLTA / TECHNICIAN

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
GCSE English and Maths (Grade 4 or above) or equivalent	X		Application
Evidence of study post 16	X		
Level 4 (or higher) qualification in a relevant subject		X	
Food hygiene certificate or willing to work towards	X		
Workshop safety certificate or willing to work towards	X		
First Aid trained or willing to work towards		X	
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good , moral, truthful and treat others with respect	X		

Knowledge & Experience	Essential	Desirable	How Identified
Experience of working within a secondary school or working with secondary school age students.		X	
Experience of delivery of lessons / small group sessions to students in a secondary school environment		X	
Practical experience working with tools and machinery in a workshop environment		X	Application Interview Task
Experience of CAD/CAM and willingness to operate different CAD software and machines		X	
Skills	Essential	Desirable	How Identified
Good literacy and numeracy skills	X		Application Interview Task
Ability to promote the positive ethos of the school	X		
Discretion and confidentiality	X		
An effective team member who demonstrates a willingness to play a positive role in areas beyond their specific responsibilities	X		
Good communication and interpersonal skills	X		
Ability to prioritise a varied workload	X		
Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		

Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application Interview
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	X		Task