

## PERSON SPECIFICATION

### MCR Pathways Programme Coordinator

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
Five A*-C/9-5 GCSEs, including English and Maths.	X		Application
Diploma level or above in relevant subject		X	
Safeguarding training or a willingness to undergo it	X		
Personal Attributes	Essential	Desirable	How Identified
Are highly <b>ambitious</b> for self and organisational growth	X		Application Interview Task
Are <b>brave</b> in leadership decision making, being innovative and forging new paths	X		
Are <b>curious</b> to identify solutions based on rigorous evidence and research	X		
Are <b>determined</b> to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about <b>extraordinary</b> change which may challenge the norm	X		
Are <b>fast</b> and nimble to address emerging needs and underperformance	X		
Are <b>good</b> , moral, truthful and treat others with respect	X		
Knowledge & Experience	Essential	Desirable	How Identified
Experience of working with young people between the ages of 11-16/18	X		Application Interview Task
Competent with digital literacy including Microsoft Word & Excel and other digital platforms	X		

Experience or a knowledge of processes to document and evidence good practice and positive outcomes	<b>X</b>		
Awareness and understanding of the principles of safeguarding and child protection duties	<b>X</b>		
Experience of working with care-experienced or vulnerable young people		<b>X</b>	
Experience of working in secondary schools		<b>X</b>	
Experience of facilitating group sessions with young people and/or delivering training/information sessions to adults		<b>X</b>	
Experience of managing and/or positively supporting volunteers		<b>X</b>	
<b>Skills</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Ability to present programme information & deliver prepared training sessions to groups	<b>X</b>		Application Interview Task
Exceptional ability to build meaningful relationships with young people, education colleagues, volunteer mentors and local employers	<b>X</b>		
Ability to work well on own initiative, as part of a team and on a flexible basis	<b>X</b>		
Child-centric approach with the young person consistently at the heart of professional values and practice	<b>X</b>		
Positive and solution-focused	<b>X</b>		
Non-judgemental approach	<b>X</b>		
Role model for Motivation, Commitment & Resilience.	<b>X</b>		
<b>Equal Opportunities</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>

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	<b>X</b>		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	<b>X</b>		
<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Committed to the protection and safeguarding of children and young people	<b>X</b>		Application Interview Task
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	<b>X</b>		