**Person Specification**

King’s Reach focuses on the employment of the right people to help change and develop the lives of our students.

It is essential that the motives and mindsets allow constant growth for themselves and the students at the school. We believe in “We change first”, this allows for a foundation for growth in the students.

With this in mind, we have set a number of essential characteristics that our staff NEED to possess in order to work with some of the most vulnerable young people in Kent.

***Essential and desirable attributes***

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| **Personal Attributes** | **Essential or Desirable** |
| You are highly motivated to see our students grow and develop to become adults who make a positive contribution to society.  | Essential |
| You are a person of Integrity, trust and consistency in the way you conduct yourself and approach your role. | Essential |
| You are approachable, able to work Individually, be self-motivated, adaptable, and work as part of a team that is fun, challenging and positive. | Essential |
| You will take responsibility, seeking opportunities to grow at all times. Be an agent of change. | Essential |
| You will have a mindset to always put the students’ needs before your own. | Essential |
| You will be able to set yourself goals and targets to achieve and self-manage. | Essential |
| **Role requirements** | **Essential or Desirable** |
| Work 1-1 with students  | Essential |
| Daily access to a safe and reliable car for transporting students | Essential |
| **Qualification** | **Essential or Desirable** |
| GCSE’s Maths and English | Desirable |
| ILM Coaching and Mentoring | Desirable |
| PTTLS  | Desirable |
| Responding to anxiety in children | Desirable |
| How to teach Functional Skills | Desirable |
| **Experience** | **Essential or Desirable** |
| Youth development work | Desirable |
| Community work | Desirable |
| Working within SEN school setting | Desirable |