

## PERSON SPECIFICATION

**POSITION:** Unit Lead

**GRADE:** MPS/UPS

### A. EXPERIENCE

#### Essential

- Proven experience of working with/caring for children and young people with SEMH in an Academy and residential establishment.
- Proven experience of delivering a range of subjects (can be primary) curriculum to children and/young people.
- The ability to work as part of a highly effective team.
- Enthusiastic, reliable and committed. Possess energy, vigour and perseverance and empathy.
- Adaptable and flexible to changing circumstances.
- Knowledge of Academy policies and procedures.
- Understand and implement the Academy's behaviour management policy.
- Understand the importance of physical and emotional wellbeing.
- Demonstrate a clear commitment to develop and learn in the role.

### B. SKILLS, KNOWLEDGE, ABILITIES & APTITUDES

- Ability to work on own initiative
- Ability to prioritise own work effectively and adapt to meet different demands.
- Work to tight deadlines.
- Attention to detail and able to identify inaccuracies effectively.
- Ability to manage confidential data in a professional and sensitive way with an understanding of the Data Protection Act and GDPR.
- Good interpersonal skills, and able to communicate to staff and clients on all levels.
- Ability to recognise areas for continuous improvement, make recommendations and implement.
- Proactive approach with a 'can-do' attitude.
- Excellent written and verbal communication and client service skills.
- Flexible in approach with the ability to change or changing deadlines.
- Experience working within a fast paced environment.
- Ability to establish positive working relationships and rapport with those working in and with the Academy.
- Ability to contribute to the work of a team.
- Excellent organisation skills and ability to remain calm under pressure.
- Can demonstrate a creative approach to work with the ability to resolve problems.
- Demonstrates a clear commitment to develop and learn in the role, has ability to effectively evaluate own performance and share knowledge with others.
- Understand and implement child protection procedures.

## QUALIFICATIONS

### Essential

- Educated to degree level and evidence of having successfully taught a range of subjects at either Primary or Secondary level.
- Experience of working with pupils with challenging behaviours

### Desirable

- To have achieved or work towards an NPQ (M or SL) qualification.
- To have worked in an SEMH or specialist provision