

## Skills Coach

### Person Specification

This person specification will be used for recruitment to the Skills Coach role. It will form the basis of the application form, and candidates will also be assessed against aspects of this person specification at interview.

<b>QUALIFICATIONS (list)</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>TESTING METHOD</b>
Educated to GCSE standard in English and Maths	√		Checked certificates
<b>STATUTORY or ROLE SPECIFIC REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>TESTING METHOD</b>
Safeguarding training		√	Pre-application question
<b>EXPERIENCE (describe)</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>TESTING METHOD</b>
Working with vulnerable students	√		Interview
Delivery of alternative and therapeutic interventions for student progression		√	Interview
Experience of working with students with challenging behaviour	√		Interview
Experience of successfully planning and delivery of a range extra-curricular activities e.g. Young Enterprise, Duke of Edinburgh, Sports Leadership	√		Interview
<b>KNOWLEDGE &amp; SKILLS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>TESTING METHOD</b>
Good interpersonal skills to enable you to assist with liaison between student and school or other agencies	√		Interview
Commitment to recognising student achievement and to raising standards	√		Interview
Ability to deal with challenging behaviour	√		Interview

COMPETENCES	ESSENTIAL	DESIRABLE	TESTING METHOD
<b>“Can do” positive attitude</b> Enthusiastic and committed, remains motivated, even when under pressure, to ensure that a high standard service to the customer is maintained	√		Scored application question
<b>Takes responsibility and delivers results</b> Maintains focus when dealing with a variety of tasks or priorities, seeking early guidance and support when necessary, and responding to that guidance to ensure that daily tasks are completed	√		Scored application question
<b>Takes ownership of personal development</b> Committed to reflecting on own performance, seeking and accepting constructive feedback and learning from own experiences	√		Scored application question

As part of Orchard Hill College & Academy Trust’s pre appointment checks, current and past employers will be contacted for short listed candidates

Any discrepancies or anomalies, and/or issues from references will be discussed at interview with shortlisted candidates.