

**Policy No: Per 1.1.2**

**Lecturer (Qualified/Unqualified) Person Specification**

**Job Title:** LECTURER (QUALIFIED/UNQUALIFIED)

**Job Vacancy No:**

**Establishment:**

	<u>Essential</u>	<u>Desirable</u>
<b><u>Knowledge</u></b>		
1 Knowledge of learning disabilities and/or special needs relevant to the establishment	✓	
2 Knowledge of the learning process and good educational practice	✓	
3 An understanding of actions or situations that might be considered as 'discrimination' and an understanding of how these can be prevented	✓	
4 Knowledge of the Children's Act, particularly in relation to Child Protection issues		✓
5 Knowledge of key aspects of health & safety legislation		✓
<b><u>Skills and Abilities</u></b>		
1 Ability to form & promote positive relationships with young people	✓	
2 Ability to communicate clearly, accurately and promptly, at all levels, verbally and in writing	✓	
3 Ability to plan and prepare Individual Education Plans and review reports to the required standard	✓	
4 Ability to attend work punctually and reliably	✓	
5 Ability to accurately assess learners' needs and achievements	✓	
6 Ability to produce accurate and legible written material, plans and reports to meet deadlines, using IT as appropriate	✓	
7 Ability to formulate and implement individual programmes based on pupils' needs and review their effectiveness		✓
8 Ability to demonstrate a range of good teaching techniques		✓
9 Ability to manage the learning environment effectively		✓
10 Ability to provide learners with effective support		✓
11 Ability to relate to other staff in a way that is likely to enable, to motivate and to support them		✓

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	<u>Essential</u>	<u>Desirable</u>
12 Ability to promote a non-aversive approach to managing challenging behaviours and to challenge bad practice		✓
13 Ability to carry out appropriate physical interventions where necessary to safeguard self and others (after training)		✓
14 Ability to evaluate own performance, identify own training needs, engage in continuous personal development		✓
15 Ability to identify and resolve problems as effectively as is possible		✓
16 Ability to organise and prioritise own workload to meet job requirements		✓

**Qualifications**

<b>1 No criminal record including convictions, cautions, reprimands, bindings over or warnings which may be relevant to the safety and welfare of students or staff</b>	<b>As assessed by Principal</b>	
<b>2 Qualified Lecturer - Appropriate Post 16 teaching qualification Unqualified Lecturer - GCSE grade c or above in English and Mathematics/NVQ2 or equivalent qualifications</b>		✓
3 Appropriate Post 16 teaching qualification may be achieved in post		✓
4 Clean, current car driving licence (where minibus driving required)		✓

**Experience**

<b>1 Experience of working effectively as part of a multi-disciplinary team</b>	✓	
<b>2 Successful experience of working effectively with learners who experience difficulties similar to those experienced by students at this establishment</b>	✓	
<b>3 Experience of planning, delivering and assessing learning activities appropriate to individuals' needs and abilities</b>	✓	
4 Experience of working successfully in situations which draw heavily on the ability to deal with difficult pressures and personal challenges		✓