**Job Specification**

**Instructor April 2024**

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| **Attributes**  |  **Essential**  |  **Desirable**  |
| **Physical** | * Physically and mentally equipped to meet the requirements of the job
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| **Qualifications** | * Qualifications in English and Maths GCSE grade 4+ (C+)
* Relevant qualification in FE education (or similar) above level 3, willingness to train up to a level 5 teaching and learning diploma (if not already completed)
 | * Recognised teaching qualification
* Qualified FE tutor (minimum level 5 diploma) or QTS /QTLS
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| **Experience and skills** | * Experience of working with learners with complex communication needs / autism
* Experience of leading or supporting creative teaching and learning that engaged and motivated students with complex communication needs
* Commitment to inclusive practice
* Ability to create, deliver and lead personalised learning
* Ability to identify effective interventions to ensure students maintain good progress
* Ability to lead a small team of Lifelong Learning Assistants (LLAs)
* Ability to lead small group sessions in collaboration with the lead tutor
 | Experience of:* knowledge of the development assessment recording and reporting; assessment for learning
* SEND Code of Practice
* Experience of writing, adapting and differentiating schemes of work
* Effective use of a variety of assessment tools to monitor teaching and learning.
* The RARPA process
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| **Specialist Knowledge** | * Have experience, knowledge and expertise of a specialist area of delivery such as; sports/wellbeing/arts/physio/SaLT/OT/Forest School or similar or willingness to train towards this
* Excellent IT skills
* Knowledge of total communication approaches: Intensive Interaction, objects of reference, PECs, Makaton, augmentative communication and sensory processing
 | * An understanding of the needs of parent/carers of young people with SEN
* Up to date knowledge of recent developments that inform teaching and educational provision.
* Team teach (or equivalent qualification)
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| **Developing self and working with others** | * Regularly reviews own practice and continually participates in quality CPD
* Using CPD to motivate, enthuse and develop staff
 | * Ensures accountability for other colleagues
* Able to coach and mentor staff
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| **Personal Qualities and Attributes** | * Excellent interpersonal skills to create positive relationships to motivate and inspire
* Good communication skills, able to establish credibility, work collaboratively with students, staff, other professionals and community groups
* Enthusiastic and optimistic
* Tactful, patient and sensitive
* Resilience and determination to succeed
 | * Emotional self-awareness
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| **Additional**  | * To attend any training as deemed appropriate
* Agreement to FHL obtaining an Enhanced DBS check
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