**Job Specification**

**Instructor April 2024**

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| **Attributes** | **Essential** | **Desirable** |
| **Physical** | * Physically and mentally equipped to meet the requirements of the job |  |
| **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 |
| **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 |
| **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) |
| **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 |
| **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 |
| **Additional** | * To attend any training as deemed appropriate * Agreement to FHL obtaining an Enhanced DBS check |  |