

Person Specification

Job Title

Learning Support Assistant Team Leader (Coaching and Mentoring)

Qualifications		✓
Essential		
<ul style="list-style-type: none"> Maths and English functional skills at Level 2 or GCSE Grade C/4. Level 3 Coach Mentor qualification. 		A/I A/I
Desirable		
<ul style="list-style-type: none"> Hold a level 3 qualification in Education and Training Have a train the trainer qualification in Positive Behaviour Support Ability to complete MCA assessments 		A/I A/I
Key skills		
Essential		
<ul style="list-style-type: none"> Proven ability to prioritise and manage own time, working to strict deadlines determined by the Operations Manager. Manage and develop effective support with broad and diverse range of learners, staff and external agencies. A positive attitude towards team working. Ability to maintain professional boundaries including confidentiality. Ability to work in a challenging and pressured environment and to develop strategies with LSAs to be able to do the same. Positively contribute to a learner-centred culture and high standards of support, whilst understanding learners with complex needs. Ability to promote and implement positive behaviour support strategies. 		A/I A/I A/I A/I
Experience		
Essential		
<ul style="list-style-type: none"> Proven ability to stretch and challenge staff performance using IPRs, coaching and mentoring and capability and compliance procedures. Proven ability to promote and plan staff personal development. Proven effective Line management experience. Working in a specialist environment with complex challenging learners. 		A/I A/I A/I A/I
Knowledge		
Essential		
<ul style="list-style-type: none"> Ability to understand individual rights and needs of young adults with disabilities. Ability to share best practice in order to promote excellence in learning support. Effectively follow robust quality assurance systems with a person-centred approach. 		A/I A/I A/I A/I A/I
Other personal requirements		
Essential		
<ul style="list-style-type: none"> Reliable, motivated, patient, empathetic 		I
Desirable		
Flexibility to work the hours and days to meet the varying needs of the college		I

How we intend to assess your match with our person specification

A Application Form I Interview