

 Portland College	Person Specification
Job Title	Positive Behaviour Team Leader

Qualifications		▼
Essential		
• Positive Behaviour Support practitioner qualification or equivalent	A/I	
• NAPPI training level 3		
• Designated Safeguarding Lead training qualification		
• Maths and English Functional Skills at Level 2 or GCSE Grade C.		
Desirable		
• Hold a level 3 qualification in Education and Training	A/I	
• Level 3 line management qualification.		
• Have a train the trainer qualification in Positive Behaviour Support		
Key skills		
Essential		
• Skills to effectively manage safeguarding concerns in an education setting	A/I	
• Create and present training packages for staff		
• Leading team and MDT meetings		
• Ability to complete MCA assessments		
Experience		
Essential		
• Proven experience of impactful line management, including performance management.	A/I	
• Evidence change management at an organisational level.		
• Experience in the writing of high quality, effective and person-centred Positive Behaviour Support plans and reports.		
• Experience of working with a range of disabilities and complex needs, including neurodiverse conditions.		
• Evidence of implementation of strategic goals.		
• Supporting organisational culture with effective and efficient deployment of resources.		
Knowledge		
Essential		
• An in-depth understanding of a PBS model.	A/I	
• Understanding of the importance of maintaining confidentiality	A/I	
• Understanding and implementation of safeguarding, DOLs, health and safety, Equality and Inclusion, MCA and KCSIE.	A/I	
• Evidence of a sound understanding the education inspection framework.	A/I	
Other personal requirements		
Essential		
• Resilient, reliable, motivated, patient, empathetic and leadership	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