



Person Specification

Job Title

Learning Mentor Team Leader

Qualifications



Essential

- Level 3 qualification in Learning Support or a willingness to work towards (within 18 months)
- Maths and English Functional Skill at Level 2 or GCSE Grade C/4 or willingness to work towards (within 18 months)
- Level 3 Coach Mentor qualification or willingness to work towards (within 18 months)

A

Desirable

Level 3 in Non-Abusive Psychological and Physical Intervention (NAPPI™)

A

Key skills

Essential

- Proven ability to prioritise and manage own time, working to strict deadlines
- Manage and develop effective support and interaction with a broad and diverse range of learners, staff and external agencies
- A positive attitude towards team working providing a role model that consistently demonstrates working to high expectations
- Ability to work in a challenging and pressured environment and to develop strategies with Learning Mentors to be able to do the same
- Proven experience leading teams, particularly SEND/other complex educational settings
- Strong interpersonal skills to manage and motivate diverse teams.
- Ability to manage conflict effectively and foster a culture of collaboration.
- Experience in delivering outcomes in a complex setting

A/I

Desirable

- Proven ability to understand learners with complex behavioural needs

A/I

Experience

Essential

- 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
- Line management experience

A/I

Desirable

- Working in a specialist educational environment with complex and challenging learners
- Demonstrable experience of working in a relevant supporting role.

A/I

Knowledge

Essential

- 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
- Knowledge of quality assurance systems

A/I

Other personal requirements

Essential

- Flexibility to work the hours and days to meet the varying needs of the college
- Commitment to promoting equality of opportunity, inclusive learning and to combating discrimination of all forms
- A commitment to promoting and safeguarding the welfare of learners and citizens

A/I

Desirable

- Access to a vehicle
- Willing to drive college transport

A



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How we intend to assess your match with our person specification

A Application Form C Assessment Centre I Interview