|  |
| --- |
| ***Person specification –*** *Tutor* |
| **Attribute** | **Essential** | **Desirable** |
| **Experience** | - Experience of working with individuals with PMLD, complex needs, or severe learning disabilities in education | - Experience in an educational or care setting - Experience collaborating with multi-agency teams - Experience supporting work placements- Experience delivering highly personalised, sensory-based learning programmes |
| **Qualifications** | - Minimum Level 4 teaching qualification - Proficient in written and spoken English and numeracy at Level 2 or equivalent | - Level 5 or higher teaching qualification including Functional Skills delivery - Relevant qualifications or experience in Learning Support or Job Coaching |
| **Skills** | - Ability to design and deliver creative, multisensory lessons tailored to individual EHCP outcomes- Strong verbal and written communication skills- Ability to support learners with a wide range of abilities - Strong organisational and record-keeping abilities using digital platforms- Able to work independently and take initiative - Skilled in 1:1 student support - Able to facilitate small group learning in collaboration with other course tutors - Ability to assess progress and set achievable, meaningful targets for learners with complex needs - Proficient in writing professional reports - Goal-oriented with the ability to meet organisational and contractual targets - Effective team contributor - Able to extract and analyse information from databases - Skilled in task analysis and systematic instruction - Knowledge of Workplace Health & Safety assessments - Experience creating job checklists - Familiar with baseline assessment processes and associated reporting | - Skilled in using and supporting alternative communication methods (e.g., Makaton, PECS, switches, eye gaze) - Use databases to extract information |
| **Personality** | - Compassionate, calm, and resilient under pressure- A positive role model for students - Reflective and committed to ongoing learning and improvement- Demonstrates respect and empathy for students and stakeholders - Champions and embodies the ethos of Employ My Ability when interacting with the public |  |
| **Motivation** | - Motivates and inspires students and colleagues - Contributes actively to collaborative team environments - Demonstrates creativity and adaptability in delivering high-quality services |  |
| **Personal Circumstances** | - Willingness to participate in ongoing training - Availability to attend team meetings outside of regular working hours - Flexible availability to accommodate the needs of students and partner organisations |  |
| **Other** | - Committed to equality, diversity, and inclusion - Supports the values of Employ My Ability and is suitable to work with vulnerable young people - Holds a current and valid driving licence | Current driving licence |