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| ***Person specification – ESOL Tutor*** |
| **Attribute** | **Essential** | **Desirable** |
| **Experience** | - Experience working with young people with Special Educational Needs (SEN) and/or Disabilities (SEND)- Experience in teaching ESOL | - Experience in an educational or care setting - Experience collaborating with multi-agency teams - Experience supporting work placements- Experience teaching vocational skills/preparation for adulthood |
| **Qualifications** | - Minimum Level 4 teaching qualification - Proficient in written and spoken English and numeracy at Level 2 or equivalent- ESOL qualification  | - Level 5 or higher teaching qualification including Functional Skills delivery - Relevant qualifications or experience in Learning Support or Job Coaching |
| **Skills** | - Strong verbal and written communication skills- Ability to support learners with a wide range of abilities - Confident use of digital tools and technology - 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 - Competent in conducting individual skills assessments - 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 - Familiar with baseline assessment processes and associated reporting | Use databases to extract informationTask AnalysisSystematic InstructionWorkplace Health & Safety AssessmentsJobs checklistsExperience of completing Baseline Assessment processes and reporting |
| **Personality** | - A positive role model for students - Demonstrates respect and empathy for students and stakeholders - Maintains composure in challenging situations - 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 |