THE MARKET WEIGHTON SCHOOL

**PERSON SPECIFICATION**

# JOB TITLE : HIGHER LEVEL TEACHING ASSISTANT, SCIENCE SPECIALIST

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|   | **Essential** | **Desirable** | **How Measured During Recruitment****and Selection Progress** |
| **Experience, Knowledge & Qualifications** | * Level 4/C Science GCSE
* Experience of delivering Literacy and Numeracy packages, supporting students with low levels of prior achievement and those with Autism Spectrum Disorder or Asperger’s Syndrome
* Level 2 English & Maths qualification or equivalent
* Meet Higher Level Teaching Assistant standards or equivalent qualification or experience
* Experience and knowledge of relevant learning strategies e.g. Literacy
* Good knowledge and understanding of child development and learning processes
 | * Science qualification to L3 or suitable scientific background.
* Degree level qualification or equivalent in relevant core subject area
* Full working knowledge of relevant polices/codes of practice/legislation
* Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes/strategies
 | Application FormInterview QuestionsReferencesQualification CertificatesInterview Testing |
| **Skills & Abilities** | * Ability to organise, lead and motivate a team.
* Ability to relate well to children and adults
* Ability to work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these.
* IT Skills including Word, Excel, Outlook & Databases
 | * Can use ICT effectively to support learning
* Specialist skills, training and/or experience in the curriculum or learning area, in this case elements of the vocational curriculum
 | Application FormInterview TestingInterview QuestionsReferences |
| **Competencies** |
|  | **Core** | **Role Specific** |  |
| **Manage Self** | * Acts with integrity and honesty at all times
* Reflects on and enhances own performance
* Manages workload effectively
* Communicates effectively
* Is assertive, not aggressive
* Presents self well and follows school policies
* Is organised, prepared and equipped for work
 | * Has the confidence to make ambitious, difficult or unpopular decisions
* Promotes CPD for self and others
* Promotes networking opportunities with other educational establishments
 | Application FormInterview QuestionsReferences |
| **Working With People** | * Treats others with respect
* Actively seeks & provides support from/to others
* Displays sensitivity to diverse opinions and contributions
* Works collaboratively with others
* Acts as an ambassador for the school
 | * Collaborates and networks with others to strengthen organisational capacity and may on occasion contribute to the capacity in other schools
* Acknowledges excellence and challenges poor performance across the school
* Considers workforce planning implications in decision making
* Fosters collaborative decision making within and across teams
 | Application FormInterview QuestionsReferences |
| **Effective Use of Resources** | * Follows guidelines and instructions to ensure acting within the school procedures
* Actively seeks to undertake CPD and takes ownership of own development
* Uses appropriate new technologies
* Is conscious of costs and value for money
 | * Ensures that organisational and strategic planning supports the school vision
* Develops a safe, secure and healthy environment
* Plans long-term financial budgets considering value for money
* Ensures that health & safety requirements are met
 | Application FormInterview QuestionsReferences |
| **Achieving Results** | * Contributes to projects
* Plans own workload to meet agreed deadlines objectives and priorities
* Takes personal responsibility for own performance
* Has passion and enthusiasm to deliver beyond expectations
* Recognises problems and issues as they arise
 | * Adapts systems and levels of provision to raise attainment by supporting effective teaching/learning
* Plans and manages services that meet the needs of the wider school community
* Uses data and benchmarking to set stretching targets to monitor performance
* Promotes the effective use of business management processes
* Understands and uses project management techniques
 | Application FormInterview QuestionsReferences |
| **Facilitating Change** | * Responds positively to change initiatives
* Accepts change as part of the business process
* Understands and contributes constructively to change
* Plans and implements change within own role
* Takes on new or different tasks willingly
 | * Develops a culture of innovation and continuous improvement
* Translates school development plan into action, setting out priorities and plans
* Initiates and drives change initiatives across the school
* Builds capacity to be able to respond positively to change
* Measures the impact of change initiatives
 | Application FormInterview QuestionsReferences |
| **Provide Direction** |  | * Articulates the vision and values of the school
* Ensures that strategic planning supports the vision of the school
* Assesses and manages risk
* Develops own leadership capability and that of other people
* Contributes and leads on aspects of the school development plan
 | Application FormInterview QuestionsReferences |