



## PERSON SPECIFICATION

<b>Post title:</b>	Design Technology Higher Level Teaching Assistant / Technician
<b>Academy:</b>	Sedgefield Community College
<b>Reporting to:</b>	Headteacher
<b>Salary/pay range:</b>	SCP 20-22 - £32,597 - £33,699 FTE, £29,499 - £30,496 actual salary
<b>Hours of work:</b>	37 hours per week, term time only (plus 10 days)

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
GCSE English and Maths (Grade 4 or above) or equivalent	X		<b>Application</b>
Evidence of study post 16	X		
Level 4 (or higher) qualification in a relevant subject		X	
Food hygiene certificate or willing to work towards	X		
Workshop safety certificate or willing to work towards	X		
First Aid trained or willing to work towards		X	
Personal Attributes	Essential	Desirable	How Identified
Are highly <b>ambitious</b> for self and organisational growth	X		<b>Application Interview Task</b>
Are <b>brave</b> in leadership decision making, being innovative and forging new paths	X		
Are <b>curious</b> to identify solutions based on rigorous evidence and research	X		
Are <b>determined</b> to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about <b>extraordinary</b> change which may challenge the norm	X		
Are <b>fast</b> and nimble to address emerging needs and underperformance	X		
Are <b>good</b> , moral, truthful and treat others with respect	X		
Knowledge & Experience	Essential	Desirable	How Identified
Experience of working within a secondary school or working with secondary school age students.		X	<b>Application Interview Task</b>
Experience of delivery of lessons / small group sessions to students in a secondary school environment		X	

Practical experience working with tools and machinery in a workshop environment		X	
Experience of CAD/CAM and willingness to operate different CAD software and machines		X	
<b>Skills</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Good literacy and numeracy skills	X		<b>Application Interview Task</b>
Ability to promote the positive ethos of the school	X		
Discretion and confidentiality	X		
An effective team member who demonstrates a willingness to play a positive role in areas beyond their specific responsibilities	X		
Good communication and interpersonal skills	X		
Ability to prioritise a varied workload	X		
<b>Equal Opportunities</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		<b>Application Interview Task</b>
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Committed to the protection and safeguarding of children and young people	X		<b>Application Interview Task</b>
Demonstrate up to date knowledge of relevant legislation and guidance in relation to working with young people	X		