

## Person Specification for the role of

### HLTA Behaviour for Learning

Selection Criteria	Essential (E) Desirable (D)	Evidence (Ev) Application Form (A) Application Letter (L) Interview Process (I) Reference (R)
<b>Qualifications</b> <ul style="list-style-type: none"> <li>• Minimum Level 3 qualification</li> <li>• 5 GCSEs at Grade C or above or equivalent including Maths and English</li> </ul>	E E	A A
<b>Experience</b> <ul style="list-style-type: none"> <li>• Experience of working with secondary aged students in a school or education setting</li> <li>• Experience of mentoring, counselling, guidance work with young people</li> <li>• Experience of working as part of a team in a busy and/or challenging environment or setting</li> </ul>	E E D	L/I/R
<b>Knowledge &amp; Understanding</b> <ul style="list-style-type: none"> <li>• Knowledge and experience of working with students</li> <li>• Knowledge and experience of a range of mentoring strategies to use with students</li> <li>• Good understanding of strategies to engage students</li> <li>• Good understanding of inclusion</li> <li>• Good understanding of differentiation</li> </ul>	E E E E D	L/I/R L/I/R L/I/R L/I/R
<b>Skills</b> <ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills and the ability to form strong relationships with students, families and staff</li> <li>• Good ICT skills</li> <li>• Determination and resilience to embrace new developments to raise student attainment</li> <li>• Ability to learn from experience</li> <li>• Management experience</li> </ul>	E D E E D	I/R A/L/R L/I/R L/I/R A
<b>Other</b> <ul style="list-style-type: none"> <li>• Ability to work as a member of a team and with initiative</li> <li>• Positive attitude and desire to improve children's lives</li> <li>• Absolute commitment to the safety and welfare of all students</li> <li>• Possession of an enthusiastic and 'can do' disposition</li> <li>• Good attendance record</li> <li>• Strong support from referees</li> </ul>	E E E E E E	L/I/R L/I I/R I A/R R



St Ralph  
Sherwin  
Catholic Multi Academy Trust