Person Specification

Post: Higher Level Teaching Assistant

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| Attributes | Essential | Desirable | How identified |
| Qualifications | * Higher Level Teaching Assistant qualification or equivalent * Grade C/4 or above in GCSE English and mathematics | * Good honours degree * Relevant CPD | * Application * Certification |
| Experience | * Values driven * Working with children | * Working in an inner-city area of high deprivation * Some experience of tailored teaching that challenges and supports students | * Application * Interview * References |
| Knowledge and skills | * High expectations which motivate and challenge students * Excellent subject knowledge * Ability to construct successful relationships in order to manage behaviour * Commitment to safeguarding | * Understanding of what makes a Dixons academy different and successful * Some understanding of how students learn * Some understanding of primary / secondary curriculum * Some understanding of planning and assessment | * Application * Interview * References |
| Character | * Strong moral purpose and drive for improvement * Mission-aligned * Humble and kind * Motivated, enthusiastic and flexible * Excellent interpersonal skills * Good sense of humour * Desire to develop yourself * Ability to receive and act on feedback * Strong attention to detail * Ability to work under pressure * Commitment to the full life of the academy | * Willingness to offer extra-curricular provision | * Application * Interview * References |