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| **Person Specification**  |
| **POST** | **Specialist Teacher – Lead for the Hub Specialist Resource Provision (SRP)**  |
|  | **Essential** | **Desired** |
| Qualifications and Professional Development  | * Recognition of Qualified Teacher Status
* Relevant CCN qualification and or a commitment to undertake further qualifications when in role
 | * Evidence of CPD in mainstream education and inclusion
* Additional qualifications in other aspects of SEN
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| Knowledge and Experience | * Proven teaching record
* Up to date knowledge of relevant legislation and guidance in relation to working with, and the safeguarding of, vulnerable children and young people
* Experience of teaching pupils with SEN including those with Complex Communication needs
* Knowledge of commonly used resources/programmes to support pupils with Complex Communication needs
* Knowledge of inclusive approaches for pupils with Complex Communication needs
* Management/leadership experience
 | * Taught in a variety of schools
* Experience of working with pupils with a broad range of SEN
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| Skills and Attributes | * Ability to embrace new working practices positively, adapting to changing circumstances and priorities
* Ability to empathise and form positive relationships with pupils with Complex Communication needs and their families.
* Ability to motivate and inspire others (children/young people, staff, families)
* Ability to communicate complex ideas and concepts in a form appropriate to the context, gaining credibility and confidence of the range of service users
* Ability to remain calm in challenging, unpredictable situations
* Ability to be reflective and self-evaluative
* Sensitive to the needs of staff and children and ability to provide support where necessary
* Open minded and creative
* Be an effective team member with a flexible attitude
* Effective time management skills
* Express yourself clearly both orally and in writing
* Have a sense of humour
* Excellent organisational skills
* Self-motivated and uses initiative
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| Leadership and Management  | * Effective communication skills both in writing and speech
* Can motivate and encourage participation of staff members
* Understanding of how to assess pupils’ communication/learning needs, identification of pupil targets and support strategies
* Management of SEN/Inclusion within mainstream schools
* Ability to reflect, analyse and think creatively and flexibly in problem solving, both personally and with other staff and parents
* Experience of working with outside agencies and specialists
 | * Holding a position of responsibility in an educational setting
* Experience of leading staff teams in training
* Be adaptable and innovative
* Ability to initiate change and implement new ideas
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| Relationships | * To have experience of commitment to home school links and the value of warm, welcoming ethos for children and adults alike
* Actively encourage the involvement of parents
* Ability to encourage effective links with other provisions and the LA
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