

Experience and qualifications

	ESSENTIAL	DESIRABLE	SOURCE
Demonstrable impact on lives of young people across Birmingham.	*		A/I
Demonstrable experience of planning, delivery and evaluation of activities ideally for / with young people.	*		A/I
Experience of leading activities and working directly with groups of young people aged 15 – 17.	*		A/I
Experience of working in partnership with schools, youth or community organisations.	*		A/I

Skills and abilities

	ESSENTIAL	DESIRABLE	SOURCE
Team player able to communicate with a variety of stakeholders (eg governors, colleagues, parents, the community, external agencies).	*		A/I
Ability to follow a set curriculum, tailoring to suit the needs of the audience as necessary.	*		A/I
Ability to motivate and manage groups of young people and coach individuals through challenging activities.	*		A/I/R
Ability to make decisions in a timely manner, work flexibly and adapt to achieve the most beneficial outcomes.	*		I/R
Ability to listen and review the development of young people as well as reflect upon own performance.	*		A/I
To use ICT effectively to support the administrative function including good record keeping, finance records and writing regular reports.	*		A/I
Able to work as part of, and contribute to, a multi-disciplinary team.	*		A/I
Able to assess the needs of individuals and groups to inform the targeting of individual and group needs.	*		A/I
An awareness and understanding of equality and diversity.	*		A/I

Commitment to personal and professional development.	*		A/I
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Equality Issues

	ESSENTIAL	DESIRABLE	SOURCE
Demonstrate commitment to inclusivity, equality and diversity.	*		A/I

Education and Training

	ESSENTIAL	DESIRABLE	SOURCE
Excellent standard of education	*		A
Evidence of on-going CPD		*	A
MIDAS Minibus training certificate holder		*	A

Physical Requirements

	ESSENTIAL	DESIRABLE	SOURCE
Good health record.	*		A/R
Acceptable appearance and speech. This post is covered by Part 7 of the Immigration Act (2016), therefore the ability to speak fluent spoken English is an essential requirement for this role.	*		I
Flexibility to work evenings, weekends and school holidays as the role requires.	*		I
Clean driving licence holder	*		

Contra Indicators

	ESSENTIAL	DESIRABLE	SOURCE
Criminal convictions including offences against children	*		