Personal attributes required based on Job Description	Essential (E) Or Desirable (D) Criteria
Essential requirements are those without which an applicant will not be considered for appointment.	
Qualifications:	
1. Good academic qualifications relevant to the post	E
Professional Competence and Leadership	
1. Have a high regard for young people and the learning process	E
2. Be efficient, highly organised and able to deal effectively with a heavy workload	E
3. An ability to get the best out of students and to work well with colleagues	E
4. Have a working knowledge of ICT applications including use of Microsoft Office	E
Experience	
1. Knowledge/skills equivalent to national qualification Level 3 or equivalent experience	E
2. Have knowledge of local multi-agency partnerships and the support they can provide	D
3. Experience in working with pupils in pastoral care and support	D
4. Experience of dealing with emotional situations where student may become distressed	D
5. Experience of communicating with empathy and sensitivity	E
Interpersonal Skills	E
1. Have the ability to communicate effectively verbally and in writing	E

2. Have the ability to deal with emotional situations where student may become distressed	E
3. Have the ability to establish good working relationships with staff, parents/carers, multi-agency partnerships and the wider community	
Personal Qualities and Commitment	
1. Have personal impact and presence	E
2. Show on-going commitment to own personal development and training	E
3. Have energy, dynamism and a sense of humour	E