Measurements: A=Application, I= Interview, R=Reference, T=Task

**Training and Qualifications**

|  |  |  |
| --- | --- | --- |
| Level 2 Mathematics and English or equivalent. | A | E |
|  A levels or Equivalent. | A | D |
| Qualified Teacher Status | A | E |
| Evidence of CPD/Logbooks that show continued development and practice. | A | E |
| Hold or working towards national governing body certificate in outdoor education. | A | D |
| Hold a D1 entitlement on driving licence and a Thurrock MIDAS certificate | A | D |
| First Aid training | A | D |

**Experience**

|  |  |  |
| --- | --- | --- |
| Evidence of successfully supporting students with their learning. | A | E |
| Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards. | A,I | E |
| Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs. | A,I | E |
| Experience of working collaboratively with others. | A,I | D |
| Evidence of leading with students in challenging outdoor setting | A,I | D |
| Being able to adapt and adjust to continually changing environments and situations. | A,I | E |
| Be creative in the use of the outdoors and its pedagogy. | A,I | E |

**Knowledge**

|  |  |  |
| --- | --- | --- |
| A clear understanding of what makes Olive Multi- Academy Trust different | A,I | E |
| An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD. | A,T,I | D |
| An understanding of disadvantage and difficult settings. | A,T,I | E |
| An understanding of outdoor education and how it can affect personal well-being and success through all aspects of student life. | A,T,I | E |
| Knowledge of the core subjects – Maths, English and Science (in particular Biology) | A,T,I | D |

**Skills and Abilities**

|  |  |  |
| --- | --- | --- |
| Ability to support students with literacy and numeracy. | A,I,T | E |
| Knowledge of standard English. | A,I | D |
| An understanding of expeditionary learning and the use of the outdoors to develop character traits which can be used back in the classroom. | A,I | E |
| Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups. | A,I,T,R | E |
| Ability to self-evaluate. | A, I,R | E |
| Be an extremely reflective practitioner for yourself and the students you are working with, seeing only next step solutions and not problems. | A,I | E |

**Personal Aptitudes**

|  |  |  |
| --- | --- | --- |
| Personal and professional resilience in the face of challenging situations. | A,I,R | E |
| Strong personal motivation and drive.  | I,R | E |
| Self-motivated, productive, diligent and thorough. | A, I,R | E |
| Commitment to own personal and professional development and that of all staff. | A,I | E |
| Convinced of the transformative nature of excellent education. | A,T,I | E |
| Empathy with the needs of children. | A,T,I | E |
| Commitment to the safeguarding of vulnerable young people. | I | E |
| A personal commitment to promoting inclusion, diversity and access. | A,I | E |
| Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, external agencies and the wider school community. | A,I | E |
| A commitment to the vision, values, aims and objectives of the Olive Academies Trust. | A,I | E |
| The successful candidate needs to be responsible, enthusiastic and personable, and with an open-minded can do attitude. | A, I | E |
| The ability to set up and see through projects, with excellent organisation skills. | A, I | E |