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| **Attributes** | **Essential** | **Desirable** | **Application** | **interview** |
| **Qualifications** | PGCE | Qualified teacher status/QTLS ( willingness to work towards)  Postgraduate SEN courses |  |  |
| **Experience** | * Experience or expertise in SEN Entry Level * Team Teach trained or willingness to train * Trained in Moving and Handling or willingness to train | * Evidence of participation in INSET, especially in SEN programmes or similar |  |  |
| **Professional Understanding, Knowledge and skills** | * Understanding of target setting * Experience of developing 16-19 study programmes to meet the needs of pupils with a range of SEN relevant to the age range of the school including assessment recording and reporting | * Experience of creating and maintaining effective partnerships with parents to support pupil’s learning * Knowledge of assessment programme |  |  |
| **Specific Knowledge Understanding and skills** | * Awareness of the Education Acts and the SEN code of Practice | * Interest in or experience or training in specialised teaching approaches for students with SEN |  |  |
| **Teaching and Learning** | * Practical understanding of effective teaching and evaluation strategies for pupils with SEN/ASC * Able to manage student behaviour effectively * Knowledge and understanding of the relevant curriculum requirements | * Experience of monitoring and evaluating teaching * Experience of planning an area relevant to the needs of students with SEN * Experience of having involved the college community to enhance student learning * Successful teaching experience within a Post 16 provision |  |  |
| **Leadership and Management** | * Able to manage a class effectively * Able to motivate pupils and staff, setting high standards and provide a focus for improvement * Awareness of how to lead a curriculum area, monitoring progress and developing action plans to drive forward standards. |  |  |  |
| **Professional values, qualities and skills** | * Able to establish and develop good relationships with all involved in the school * Able to work effectively as a team member * Ability to communicate effectively in writing and orally. Skilled in the use of ICT * Flexible and approachable * Resilient under pressure * Able to deal sensitively with people and resolve conflicts * Positive and energetic approach to work * An underpinning interest in the wellbeing and support of students * Willingness to challenge oneself and others to seek continuous improvement * Positive attitude toward innovation and change | * Bring personal interests and enthusiasms to the school community |  |  |