Lapwing

**PERSON SPECIFICATION SKILLS & DEVELOPMENT COACH**

|  |  |  |
| --- | --- | --- |
| Requirement | Essential/Desirable | Measurement |
| Qualifications & training  Educated to GCSE level or equivalent in English and mathematics  Recognised coaching or mentoring qualification or equivalent experience | Essential  Desirable | Application |
| Knowledge & experience  Understanding basic safeguarding practice and procedures to be able to work effectively with disadvantaged children and young people  Working with young people with complex barriers to learning, SEND and behavioural issues (both 1:1 and in small groups)  Managing challenging behaviour in young people using low arousal and de-escalation techniques  Working in a coaching or mentoring role | Essential  Essential  Essential  Desirable | Application/Interview |
| Specific skills  Ability to adapt coaching style to individual student needs  Ability to plan and deliver creative sessions to motivate and engage students  Good written communication, report writing and record keeping skills  Excellent verbal and non-verbal communication - ability to establish and maintain communication with students in an effective and non-judgmental way  Ability to assess individual strengths, needs and preferences and offer appropriate support  Ability to work on own and as part of a team  IT literacy – ability to use Microsoft packages and Outlook or willingness to undertake training  Excellent listening skills and ability to recognize non-verbal cues  Excellent planning and organisational skills | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential | Application/Interview |

|  |  |  |
| --- | --- | --- |
| Requirement | Essential/Desirable | Measurement |
| Personal qualities and attributes  A calm, patient and sensitive approach  Creative and inspiring attitude  Displaying an effective coaching style which engages and motivates young people  Able to build excellent working relationships  Flexible attitude – ability to adapt easily to changing circumstances  A positive interest in young people with learning disabilities or disadvantages  Valid driving licence and car available for business use | Desirable  Desirable  Desirable  Desirable  Desirable  Desirable  Essential | Interview |