

PERSON SPECIFICATION- Welfare Manager

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential/Desirable	How Identified
<input type="checkbox"/> Degree or equivalent	D	Application form/Interview/ Task/Pre-Employment Checks (if applicable)
Knowledge & Experience	Essential/Desirable	How Identified
<input type="checkbox"/> Experience of working successfully with young people	E	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Experience of working successfully as a team member	E	
<input type="checkbox"/> Experience of successfully managing and monitoring the work of others	E	
<input type="checkbox"/> Experience of identifying needs and targeting intervention	E	
<input type="checkbox"/> Experience of a team approach to problem solving	E	
<input type="checkbox"/> Experience of working successfully in a behaviour support unit	E	
<input type="checkbox"/> Experience of working with parents/carers to support the needs of young people	D	
Skills & Key Criteria	Essential/Desirable	How Identified
<input type="checkbox"/> Leadership and people management skills	E	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Ability to prioritise workload effectively to meet deadlines	E	
<input type="checkbox"/> Excellent communication and inter-personal skills, including tact and diplomacy	E	
<input type="checkbox"/> A commitment to raising standards for all young people at Academy 360	E	
<input type="checkbox"/> Proven ability to resource and manage a behaviour support unit	E	
<input type="checkbox"/> Proven ability to motivate and manage young people of all abilities	E	

<input type="checkbox"/> Proven ability to communicate effectively with adults and young people including through written and verbal communication	E	
Personal Attributes	Essential/Desirable	How Identified
<input type="checkbox"/> A supportive and co-operative team member	E	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Standards driven	E	
<input type="checkbox"/> Ability to work outside normal academy hours in line with academy and community needs	E	
<input type="checkbox"/> Ability to travel to multi-site locations across the Trust	E	
<input type="checkbox"/> Ability to work sympathetically yet purposefully with challenging young people and adults	E	
<input type="checkbox"/> Ability to take the initiative	E	
<input type="checkbox"/> Ability to effectively deploy resources	E	
<input type="checkbox"/> Ability to use ICT and effectively interpret and analyse data	E	
Equal Opportunities	Essential/Desirable	How Identified
<input type="checkbox"/> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	E	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Commitment to equal opportunities policies relating to gender, race and disability in an educational context	E	
Safeguarding	Essential/Desirable	How Identified
<input type="checkbox"/> Commitment to the protection and safeguarding of children and young people	E	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Has up to date knowledge of relevant legislation and guidance in relation to working with young people	D	