



Person Specification – Teacher within Complex Neurodevelopmental Disorders Service (CNDS)

Factor	Essential	Desirable
Qualification and Training	<ul style="list-style-type: none"> • Department for Education teaching qualification • Further professional development in relevant fields (e.g. training opportunities focused on Autism Spectrum Disorder (ASD)) • Up to date Child Protection Training • Evidence of commitment to updating knowledge through regular INSET (CPD) 	<ul style="list-style-type: none"> • ASD Specific Training e.g. Autism Diagnostic Observation Schedule (ADOS), Early Bird, Cygnet, TEACCH • Manualised behavioural interventions e.g. Triple P, Stepping Stones
Skills, Knowledge and Aptitudes	<ul style="list-style-type: none"> • Understanding of the needs of children with complex difficulties and how individual profiles may impact on learning • Ability to assess additional learning needs & identify interventions to address these needs , taking into account each children’s individual profile • Able to adapt the curriculum to meet the needs of children with complex difficulties • Ability to establish effective partnerships with members of the team, professionals from other agencies and families/carers • Excellent interpersonal skills and a commitment to a multi-agency approach • A flexible and creative approach to working with children • Can use IT effectively as both a teaching and an assessment tool • Effective communication skills – verbal and written 	<ul style="list-style-type: none"> • Understanding the relationship between special educational need and behavioural presentation (e.g. what may behaviour be communicating?) • Ability to assess appropriateness of current educational provision through observation in order to identify targets for intervention • Communicating the details of child individual profile and learning needs to education staff



	<ul style="list-style-type: none"> • Knowledge of legislation and guidance (e.g. SEN code of practice) 	
Experience	<ul style="list-style-type: none"> • Experience of working with primary school aged children with a variety of additional learning needs, including, but not limited to, ASD and Intellectual Disability • Working effectively with range of statutory and voluntary agencies • Experience of working with children who have had difficulty engaging in education • Experience of contributing written evidence for Education, Health and Care Plans and thinking collaboratively with others around individual targets 	<ul style="list-style-type: none"> • Use of alternative communication methods (e.g. PECS, Makaton) • Experience of undertaking school observations in order to observe the educational strategies being used • Experience of contributing to clinical diagnostic assessments (e.g. ASD assessment) • Experience of running parent group based interventions • Ability to work as an independent educational practitioner • Experience of working within an NHS setting
Disposition	<ul style="list-style-type: none"> • To act with honesty and integrity • Positive attitude to individuality • Good time keeping and attendance • Ability to act as role model to children, their families and team members • Ability to handle situations fairly and sensitively in line with relevant policies and procedures 	
Other Requirements	<ul style="list-style-type: none"> • Enhanced DBS clearance • Willing to undertake further training as required • Able to fulfil the travel commitments required for post 	