# **PERSON SPECIFICATION:** Specialist Higher Level Teaching Assistant **POST REFERENCE:** 106913

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | * Working at or towards the competency standards for Higher Level Teaching Assistants or equivalent

(F) | NNEB, HLTA, NVQ or degree in Child development/psychology/Autism Spectrum Disorder Training and/or experiences in autism such as TEACCH, PECS, SCERTS, Portage, Intensive Interaction, (F, I) |
| * **Work or other relevant experience**
 | * Experience of working with young children with social communication difficulties/autism and children with complex needs
* A background of work with families/carers and/or in day care or primary schools

(F/I/R) | Worked with adults and childrenWork in mainstream/community settingsWork or other experience with typically developing childrenWorked with support servicesWorking to support parents Facilitating parents support groups/ networks Worked alongside other professionals e.g. Educational Psychologists, Speech and Language Therapists, Physiotherapists, OT, CAMHS etc.(F/I/R) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

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| * **Skills, abilities, knowledge and competencies**
 | * Excellent interpersonal and communication skills I, R
* Punctual and reliable
* The ability to work independently and as part of a team I,R
* An ability to reflect on their practice and an enthusiasm for learning – I, R
* A commitment to their continuing professional development - I
* An inclusive, flexible approach – I
* Awareness of policy, procedures and legislation relating to child protection and health and safety (F,I)
 | tieodeoAttendance at training about autism, vulnerable brains, Early Bird Plus, sensory processing, visual supports, social stories or other strategies – ideally, practical experience of implementing these.Actively seeks information to assist in work e.g. from internet, books, Use of symbol software e.g. Communicate in print(F/I/R) |
| * + **General competencies**
 | * Basic literacy skills – to make notes, write a letter, correspond via email (F, I, R)
* Basic IT skills - can upload photographs and create captions in word/PowerPoint/publisher F I,
* Ability to travel independently throughout the borough, I
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.