Lapwing

**PERSON SPECIFICATION SKILLS & DEVELOPMENT COACH**

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| Requirement | Essential/Desirable | Measurement |
| Qualifications & trainingEducated to GCSE level or equivalent in English and mathematicsRecognised coaching or mentoring qualification or equivalent experience | EssentialDesirable | Application |
| Knowledge & experienceUnderstanding basic safeguarding practice and procedures to be able to work effectively with disadvantaged children and young peopleWorking 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 techniquesWorking in a coaching or mentoring role  | EssentialEssentialEssentialDesirable | Application/Interview |
| Specific skillsAbility to adapt coaching style to individual student needsAbility to plan and deliver creative sessions to motivate and engage studentsGood written communication, report writing and record keeping skillsExcellent verbal and non-verbal communication - ability to establish and maintain communication with students in an effective and non-judgmental wayAbility to assess individual strengths, needs and preferences and offer appropriate supportAbility to work on own and as part of a teamIT literacy – ability to use Microsoft packages and Outlook or willingness to undertake trainingExcellent listening skills and ability to recognize non-verbal cuesExcellent planning and organisational skills | EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential | Application/Interview |

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| Requirement | Essential/Desirable | Measurement |
| Personal qualities and attributesA calm, patient and sensitive approachCreative and inspiring attitudeDisplaying an effective coaching style which engages and motivates young peopleAble to build excellent working relationshipsFlexible attitude – ability to adapt easily to changing circumstancesA positive interest in young people with learning disabilities or disadvantagesValid driving licence and car available for business use | DesirableDesirableDesirableDesirableDesirableDesirableEssential | Interview |