

HILLSIDE SPECIALIST SPECIAL SCHOOL & COLLEGE

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

Teacher Personal Specification

[A] Training and Qualifications

	Essential/ Desirable
Qualified Teacher Status	E
Degree	E
Further/advanced qualification in the field of special educational needs and/or autism	D

[B] Experience

Applicants should be able to demonstrate experience of the following areas

	Essential/ Desirable
Experience of working with children with a wide range of special educational needs.	E
Experience of teaching children with SEN and Autism	D
Experience of teaching in a multi-disciplinary environment	D

[C] Skills/Knowledge and Understanding

Applicants should be able to demonstrate good knowledge and understanding of the following areas

	Essential/ Desirable
Excellent classroom practitioner.	E
Ability to plan, implement and evaluate individual teaching programmes for children with special educational needs.	E
Ability to motivate, manage and develop staff.	E
Ability to communicate well and develop effective relationships/partnerships with parents	E
Ability to coordinate a curriculum subject Good organisational skills.	E
A wide knowledge of the continuum of need at all age levels.	D
Ability to teach autism specific approaches	D
Knowledge of AAC/PECS/Makaton and other communication approaches	D
Knowledge of Sensory Integration strategies.	D
Knowledge of positive behaviour management.	D
Specialist knowledge in one or more of the NC subjects.	D

[D] Personal Skills and Attributes

Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application, however, it is more likely that they will be more fully assessable during the interview process and from the references. Applicants should be able to:

	Essential/ Desirable
Good communication skills.	E
Flexible and positive approach	E
High expectations of teaching and learning.	E
Ability to work as a member of a team.	E
Sense of humour.	E
Willingness to undertake further training as required	E
A commitment to maintain regular attendance at school.	E
Commitment to out of hours learning	D

[E] Application Form and Letter

The form should be fully completed and legible. The letter should be clear, concise (NOT MORE THAN 2 SIDES OF A4 IN ARIAL pt11) and related to the specific post.