

Person Specification

Post: Learning Mentor

Attributes	Essential	Desirable	How identified
Qualifications	GCSE Grade 4 or above in English and mathematics (or equivalent)	- Good honours degree - Qualified Teacher Status - First aid qualification	- Application - Certification
Experience	- Values driven - Working with young people - Support students with a range of specific learning needs	- Working in an inner-city area of high deprivation - Teaching or mentoring in a school - Working in a similar role	- Application - Interview
Knowledge and skills	- High expectations which motivate and challenge students - Ability to construct successful relationships in order to manage behaviour - Maintain confidentiality at all times - Analytical thinker - Maintain accurate and up to date records - Commitment to safeguarding - Microsoft Office, especially Excel, Outlook and Word	- Understanding of what makes a Dixons academy different and successful - Some understanding of how children learn - Safeguarding procedures - Use of data management system/s e.g. SIMS - Pupil Premium funding and proven strategies for raising attainment - Current educational policy	- Application - Interview - References
Character	- Strong moral purpose and drive for improvement - Mission-aligned - Humble and kind - Motivated, enthusiastic and flexible - Excellent interpersonal skills - Good sense of humour - Desire to develop yourself - Ability to give, receive and act on feedback - Strong attention to detail - Ability to work under pressure - Commitment to the full life of the academy	Willingness to offer extra-curricular provision	- Application - Interview - References