Person Specification

Post: Higher Level Teaching Assistant

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| Attributes | Essential | Desirable | How identified |
| Qualifications | * Higher Level Teaching Assistant qualification or equivalent
* Grade C/4 or above in GCSE English and mathematics
 | * Good honours degree
* Relevant CPD
 | * Application
* Certification
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| Experience | * Values driven
* Working with children
 | * Working in an inner-city area of high deprivation
* Some experience of tailored teaching that challenges and supports students
 | * Application
* Interview
* References
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| Knowledge and skills | * High expectations which motivate and challenge students
* Excellent subject knowledge
* Ability to construct successful relationships in order to manage behaviour
* Commitment to safeguarding
 | * Understanding of what makes a Dixons academy different and successful
* Some understanding of how students learn
* Some understanding of primary / secondary curriculum
* Some understanding of planning and assessment
 | * Application
* Interview
* References
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| 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 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
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