

## PERSON SPECIFICATION

Section: <b>Support</b>	Reports to: <b>Support Team Lead</b>
Job Title: <b>Support Manager</b>	Grade/Salary Range: NJC point 16–21 £26,357 - £28,900
Working Pattern: <b>42.5 hours</b>	Working Weeks per annum: <b>39</b>

Factors	Essential	Desirable	Assessment Method
<b>Qualifications</b>	NVQ 3/4 or equivalent	Behaviour Management training	
<b>Experience</b>	Working with challenging behaviours  SECID experience  Other (family liaison, etc.)	Class room experience	
<b>Knowledge and Skills</b>	Communication skills  Organisational skills  Behavioural knowledge  Behavioural implementation	Analytical skills  De-escalation techniques  Negotiation/Influencing skills	
<b>Personal Qualities</b>	Creativity  Awareness  Team work  Personal effectiveness		
<b>Other</b>	Discretionary effort to the role  Car driver  Chiltern Way Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.		