



REACH Essex Ltd.

### Employee Specification – Programme Facilitator and Mentor

Qualifications and Experience			
Criteria	Essential	Desirable	Assessment
Educated to NVQ Level 3 or equivalent	✓		Application
Relevant training in special educational needs		✓	Application / Interview
Commitment to Continued Professional Development (CPD)	✓		Interview
Sports Coaching		✓	Application
Experience of working with pupils who have social, emotional, mental health and behavioural issues	✓		Application / Interview
Experience of nurture provision and outdoor learning		✓	Application / Interview
Experience of implementing intervention strategies to support pupils	✓		Application / Interview
Experience of liaison and co-operation with other professional agencies		✓	Application / Interview
Have experience of working with vulnerable people in a similar environment.		✓	Application / Interview
Be experienced in working with smaller nurture groups to boost attainment	✓		Application / Interview
General Skills and Abilities			
Ability to work independently and as part of a team	✓		Application / Interview
Good personal organisation e.g. time management	✓		Application / Interview
Ability to show initiative in a range of situations	✓		Application / Interview
Ability to interact positively with pupils, parents and colleagues	✓		Application / Interview
Ability to work flexibly and co-operatively as a member of the school team	✓		Application / Interview

General Skills and Abilities (Cont'd)			
Criteria	Essential	Desirable	Assessment
To be positive, sensitive, resilient, enthusiastic, trustworthy, respectful of confidentiality and promote a good image of the organisation in the wider community	✓		Application / Interview
Willing to participate in additional organisational activities relating to the development of employees and / or pupils	✓		Application / Interview
Good organisational skills yet flexible and motivated in attitude to respond to the changing needs of the pupils and the business	✓		Application / Interview
A commitment to the whole business philosophy and a desire to continually strive for improvement	✓		Application / Interview
Have a full driving license and a vehicle available for work purposes including the transportation of pupils		✓	Application / Interview
Ability to work within "good practice" guidelines using a range of positive handling strategies, gradual and graded, involved in holding, guiding and escorting safety, from least intrusive to more restrictive holds	✓		Application / Interview
Willingness to undertake an enhanced Disclosure & Barring Service check and an Asylum & Immigration check. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process	✓		Application / Interview
Willingness to take on the core value of REACH Essex in every aspect of work	✓		Application / Interview
Ability to demonstrate creativity in all aspects of learning	✓		Application / Interview
Communication			
Ability to right reports, letters etc.	✓		Application / Interview
Ability to use clear and concise language	✓		Application / Interview
Ability to listen effectively	✓		Application / Interview
Knowledge			
Awareness and promotion of Equal Opportunities	✓		Application / Interview
Good understanding of Health and Safety	✓		Application / Interview
Good understanding and effective implementation of child protection and safeguarding procedures	✓		Application / Interview
Understand procedures and legislation relating to confidentiality	✓		Application / Interview