

PERSON SPECIFICATION

POST: Lead Practitioner, Therapy and Behaviour

GRADE: Range 6

RESPONSIBLE TO: Head Teacher

TRAINING AND QUALIFICATIONS	
ESSENTIAL	DESIRABLE
Undergraduate degree in appropriate field.	Further post graduate training in relevant areas of autism, mental health and / or research design and analysis.
EXPERIENCE	
ESSENTIAL	DESIRABLE
<p>Minimum of 1 year of working with people who have intellectual and developmental disabilities and / or an autistic spectrum disorder</p> <p>Application of Applied Behaviour Analysis and Positive Behaviour Support.</p> <p>Assessment of challenging behaviour.</p> <p>Development of positive behavioural support plans.</p> <p>Implementation and evaluation of positive behaviour support plans.</p> <p>Experience of working with individuals who are non-verbal or who have significant communication difficulties.</p> <p>Attendance and participation at multi-disciplinary meetings.</p>	<p>Experience of service quality monitoring.</p> <p>Experience of teaching and training others, using a variety of multi-media materials.</p> <p>Experience of co-facilitating or delivering group interventions.</p>

KNOWLEDGE AND SKILLS	
ESSENTIAL	DESIRABLE
<p>High level of communication skills (written and verbal) including an ability to communicate and work in settings in which the atmosphere may be highly emotive, abusive or hostile.</p> <p>Ability to communicate sensitive information to service users, carers and colleagues</p> <p>An understanding of the impact of challenging behaviour.</p> <p>Practical computing skills including the use of databases and spreadsheets.</p>	
PERSONAL ABILITIES	
ESSENTIAL	DESIRABLE
<p>A willingness to work within / under the school's philosophy and practice of unconditional positive regard.</p> <p>An interest in working with children who have a learning disability and / or an autistic spectrum disorder.</p> <p>Values that match positive behaviour practices.</p> <p>Positive interpersonal skills</p> <p>An ability to interact with children who have a learning disability and / or an autistic spectrum disorder and their families.</p> <p>An ability to interact effectively with staff from all disciplines.</p> <p>An ability to work independently.</p> <p>An ability to contribute effectively to the development of the school as part of the Senior Leadership Team</p> <p>Ability to establish and maintain professional relationships</p> <p>An ability to work effectively in a range of direct care settings with families, carers and staff.</p>	

<p>Good organisational skills and an ability to manage their workload</p> <p>Ability to work independently, reliably and consistently</p> <p>Capable of using initiative and maintaining professional boundaries.</p> <p>Ability to concentrate for prolonged periods</p> <p>Ability to use supervision appropriately and effectively.</p> <p>Ability to work as part of a dedicated team of professionals, who share the organisation's values.</p> <p>Ability to work with children and young people whose behaviour is personally challenging.</p> <p>Ability to think clearly and express self.</p>	
OTHER SPECIFICATIONS	
ESSENTIAL	DESIRABLE
<p>Willingness to uphold the school's values.</p> <p>Eligible to live and work in the UK.</p> <p>Hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010).</p>	