**Personal Specification**

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| **Essentials** | **Desirables** |
| Clear Enhanced DBS check | Experience of working with vulnerable/challenging young people |
| Full UK driving licence with a minimum of 2 year’s experience | Knowledge of how secondary schools work (their systems, organisational structures, and language) |
| Alignment with our organisation’s values | Current First Aid certificate |
| Excellent communication skills (written, listening, and oral) | Qualifications in sports or outdoor activities |
| Team player | Ability to work confidently with a range of standard IT contexts including Office applications and social media/networks |
| Excellent time management and forward planning skills | A qualification at degree level or equivalent in a relevant field |
| Highly organised | Knowledge of attachment theory and or other psychological or developmental research/literature relevant to working with vulnerable young people |
| Ability to innovate and be proactive | Physically fit and active/personal sports interests |
| Ability to handle highly stressful situations calmly and professionally | Willingness to go above and beyond |
| Flexibility to work occasional variable hours |  |
| An ability to problem solve |  |
| Professional manner and approach |  |
| Display patience and resilience in difficult situations |  |
| Ability to self-reflect |  |
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