

## PERSON SPECIFICATION: Post-19 ABA Instructor

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> <li>To be educated to A Level standard or recognised child care qualification</li> </ul>	<ul style="list-style-type: none"> <li>Psychology Degree (honours)</li> <li>MA in a relevant subject, such as Education, Teaching, ABA or Psychology</li> </ul>
Specific knowledge, experience and technical skills	<ul style="list-style-type: none"> <li>To demonstrate a high level of competence in ABA/VB practices and ability to share, mentor and train others</li> <li>Effective oral and written communication skills.</li> <li>Excellent interpersonal skills both in working relationship with students and in forming effective professional relationships with a wide range of contacts. The ability to work flexibly with students and staff.</li> <li>Good organisational and time management skills.</li> <li>Sound IT skills to support learning and maintain electronic information systems.</li> <li>Ability to organise the classroom environment e.g. preparing and setting out resources and implementing strategies for T&amp;L.</li> <li>Willingness to learn new methods of teaching students with autism</li> <li>Understanding of and commitment to equality of opportunity within an inner-city, special needs environment</li> <li>Commitment to undertaking further training and professional development</li> <li>Willingness to work in the Hub and community environments as required.</li> </ul>	<ul style="list-style-type: none"> <li>A minimum of two years' experience of working with adults with additional needs (either paid or unpaid capacity) preferably in an education or care setting.</li> <li>Have experience of working with early, intermediary and advanced learners.</li> <li>Experience of leading a team.</li> </ul>
Personal attributes	<ul style="list-style-type: none"> <li>Committed to the values of BeyondAutism.</li> </ul>	<ul style="list-style-type: none"> <li>A commitment to further career</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to organise, lead and motivate a team. To deliver on the spot training and to monitor the progress of individual members of staff.</li> <li>• Ability to supervise students effectively both in and out of service in line with the school's behaviour policy.</li> <li>• Ability to deal with sensitive information in a confidential manner.</li> <li>• Ability to help students to transfer their learning to other parts of their lives.</li> <li>• A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service.</li> <li>• A commitment to deliver services with the framework of the organisation's equal opportunities policy.</li> <li>• To have an extensive knowledge of safeguarding</li> <li>• Patient, a calm demeanour and an empathetic nature</li> <li>• Ability to follow directions and implement training received in a timely manner</li> </ul>	<p>development, with the option of undertaking further qualifications including but not limited to: Initial Teacher Training, BCBA, BCABA</p> <ul style="list-style-type: none"> <li>• An understanding of and a genuine commitment to Equal Opportunities.</li> </ul>
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