

## Person Specification

**Job title:** Learning Mentor

**Start date:** September 2026

**Salary Details:** C1 (Point 12-17) 37 hours per week, TTO plus 5 days

Key to assessment criteria

A = Application Form

I = Interview

R = References

C= Certificates

Essential Selection Criteria	Essential Criteria Assessment	Desirable Selection Criteria	Desirable Criteria Assessment
<b>Education and Qualifications</b>			
A range of GCSE qualifications, including English and Maths at grades A*-C	A / C		
Post 16 qualifications.	A / C	Educated to Degree level	A / C
<b>Experience</b>			
Interest in working in an education setting.	A / I / R / C	Experience of working with young people in an education or health setting.	A / I / R
Experience of utilising effective organisational and time management skills.	A / I / R		
Experience of effective communication and collaboration, working as part of a team.	A / I / R	Experience of multi-agency working	A / I / R /
Experience of using IT to support everyday working and enhance creativity.	A / I / R		
An awareness and understanding of and commitment to equal opportunities.	A / I		
<b>Skills and Abilities</b>			
The ability to plan effective actions for pupils at risk of underachieving.	A / I / R	Ability to self-evaluate learning needs and actively seek learning opportunities	A / I / R
To hold high expectations and promote the MNTS values amongst colleagues.	A / I / R		
The ability to establish, develop and maintain positive and effective partnerships working with pupils, parents/carers and multi-agency professionals.	A / I / R		
The drive and self-motivation to work to the highest standard both independently and as part of a team.	A / I / R		

To be able to demonstrate emotional intelligence and flexibility	A / I		
A positive and resilient individual with drive, integrity, independence, a cheerful disposition and a sense of humour.	A / I / R		
Ability to relate effectively to pupils, school, hospital staff and parents.	I / R		
An ambitious and diligent person who can motivate, inspire and is willing to further their knowledge and skills.	A / I / R		
To be able to prioritise tasks and meet deadlines.	A / I		
<b>Knowledge and Understanding</b>			
Understanding of teaching and learning, including potential barriers to learning.	A / I / R	Knowledge of recent educational initiatives	A / I
To be prepared to develop, or build on existing knowledge and understanding of, local and national policies and initiatives. For example, Child Protection & Safeguarding Equality Act 2010.	A / I		
To be prepared and able to work across the community and travel and work between sites as required.	A / I		