

## Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Degree or equivalent (essential)</li> <li>• Level 6 Careers Guidance qualification, or be prepared to work towards this (desirable)</li> <li>• Leadership training or CPD related to enrichment, pastoral care or careers (desirable)</li> </ul>	
Knowledge and understanding	<ul style="list-style-type: none"> <li>• Strong understanding of the 2026 Education White Paper reforms, especially enrichment entitlement, careers exposure and curriculum changes.</li> <li>• Understanding of the post-16 qualification landscape, including T Levels, A Levels, and upcoming V Levels.</li> <li>• Knowledge of statutory careers requirements and Gatsby Benchmarks.</li> </ul>	Experience of working in a school
Skills and Experience	<ul style="list-style-type: none"> <li>• Experience delivering or coordinating enrichment or careers programmes in a school setting.</li> <li>• Ability to lead whole-school initiatives and collaborate effectively across teams.</li> <li>• Excellent communication and partnership-building skills, including with employers and external agencies.</li> <li>• Ability to design high-quality pupil experiences and evaluate their effectiveness.</li> </ul>	
Personal qualities	<ul style="list-style-type: none"> <li>• A commitment to continue own personal development</li> <li>• To be able to work as a team</li> <li>• Able to take initiative and lead/seek advice as appropriate</li> <li>• Confident</li> </ul>	

<p>Working with Children and Young people: Safeguarding</p>	<ul style="list-style-type: none"> <li>• Motivated to work with children and young people to ensure they are successful</li> <li>• Commitment to, and belief in, the equal value of all students</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li> <li>• Ability to raise self-esteem and expectations of children and young people</li> </ul>	
<p>Additional Requirements</p>	<ul style="list-style-type: none"> <li>• Willingness to contribute to the wider aspects of school life</li> <li>• Evidence of commitment to professional development</li> </ul>	