

PERSON SPECIFICATION - TA YEA

E = Essential, D = Desirable

Method of Assessment The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or others election activity)
VALUES-BASED BEHAVIOURS - It is important to us that your values align with ours:			
Compassion:			
Recognising need in others and acting with positive intention to promote well-being and improve outcomes	E	E	X
Aspiration:			
Works to high expectations, modelling the delivery of high-quality outcomes	E	E	X
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence	E	E	X
Integrity:			
Acting always in the interests of children and young people,	E	E	X
Acting with a consistent and uncompromising adherence to strong moral and ethical principles	E	E	X
Communicating with transparency and respect, creating a working environment based on trust and honesty	E	E	X
Collaboration:			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others	E	E	X
QUALIFICATIONS:			
Good numeracy/literacy skills	E	E	x
Requirement to participate in training/development as/when identified by line manager as essential for performance of the post	E	E	x
Willingness to participate in other development and training opportunities Completion of DCC TA Induction Programme, or (if not completed) a requirement to do so, ideally within first 6 months of appointment	E	E	x
EXPERIENCE:			
Working with or caring for children of relevant age, or completion of the DCC TA Access Course	D	D	x
KNOWLEDGE, SKILLS AND ABILITIES:			

Ability to use technology to a basic level – e.g. computer, video, photocopier etc.	D	D	X
Ability to relate well to children and adults	E	E	X
Ability to work constructively as part of a team, to understand the roles and responsibilities and to understand own position within these	E	E	x
FURTHER REQUIREMENTS:			
Ability to be flexible and adapt to children's needs	E	E	x