

**Job Coach -** based at PLP Hub Northallerton

Closing date: Thursday 14th July 2022

Short listing: Friday 15th July 2022

Interviews at: Northdale on Thursday 21st July 2022

Fixed term 1 year, term time only commencing Sept 2022

Salary: £19,967

Location: Northallerton

Responsible to: teachers, Hub co-ordinator

**Job Description**

* Working within a special needs college with pupils who have complex and challenging needs to provide opportunities to gain work experience within a variety of employment settings. Your focus will be to provide support and encouragement to the individual at each placement, you will be required to directly engage with employers, charities and community ventures to meet each pupils’ job goals and provide work support to ensure these goals are met.

An Enhanced DBS Check is required for this post.

**Job Specifications**

* Set up and support learners with a variety of work placements opportunities.
* Work autonomously as appropriate e.g. in the community and at times conducting on the spot risk assessments and dealing with individual medical needs of learners.
* Build relationships with employers to secure placements
* Through employability help pupils identify their skills, abilities and suitable roles
* Create job plans i.e. job goals and complete Vocational profiles
* Undertake and document an ongoing assessment of each placement and progress
* Support learners with disabilities or special educational needs through the provision of care and encouragement
* Transporting and escorting young people to placements
* Contribute to the planning, organising and implementing individual development and care plans for learners, and contribute to reviews.
* Understanding of complex associated needs e.g. behaviour, medical, physical, sensory, autism
* Experience of working with young people with moderate, severe, profound and multiple learning difficulties in an educational setting
* Demonstrable ICT skills and ability to use them as part of the learning process,
* Good observation skills
* Caring skills
* Ability to work successfully in a team
* Ability to informally risk assess conditions and make appropriate decisions in emergency situations
* Complete formal risk assessments for all placements and activities
* Ability to prevent and/or manage challenging behaviour.
* Ability to be solution focused
* Undertake training to meet the requirements of the role e.g. manual handling, first aid training, and specialist knowledge of complex needs within, as required.

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| Person Specification | |
| Essential upon appointment | **Desirable on appointment** |
| Knowledge   * Good understanding of child/ young people’s development and learning processes * Understanding of individual children and young people’s needs * An understanding that children/Young people have differing needs and knowledge of inclusive practice | * Knowledge of Behaviour Management techniques * Knowledge of Child Protection policies & Procedures * Knowledge of Health & Safety legislation |
| Experience   * Appropriate experience working with learners in an education setting * Experience with employability and work placements | * Experience in other relevant skills e.g. art/music/sport * Experience of delivering evidence based interventions that accelerate learning |
| Occupational Skills   * Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers and external organisations * The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post * Behaviour management * Good reading, writing and numeracy skills * Ability to relate to children and young people | * Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe |
| Professional Qualifications/Training/Registrations required by law, and/or essential for the performance of the role   * Evidence of good numeracy and literacy skills. * Evidence of good communication skills | * Relevant NVQ Level 3 or equivalent * Appropriate first aid training |
| Other Requirements  Personal Qualities   * Demonstrable empathy with learners * Ability to work successfully in a team * Able to exercise judgement * Confidentiality * Flexibility | * Creativity |
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