

# PERSON SPECIFICATION

**Job Title:** Tutor

**Directorate:** People Services

**Role Profile reference:** Learning and Development 5 (Work Conditions Grade 6)

**Job family-LD7**

## Strengths for Matching (IJM Assessment)

Strength	In this role it is important that an employee			Core Strength
<b>Persuasive</b> (Relationships with people)	Dislikes actively attempting to influence others <input type="checkbox"/>	As happy as most people to persuade / influence others <input type="checkbox"/>	Likes to get people to do things by presenting a convincing case <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Controlling</b> (Relationships with people)	Lets others take the leadership role and give instructions <input type="checkbox"/>	As comfortable as most when leading on activities <input type="checkbox"/>	Likes to take a leadership role and manage and direct the work of others <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Outspoken</b> (Relationships with people)	Unprepared to voice own view or opinions and criticise others <input type="checkbox"/>	As prepared as most people to express views <input checked="" type="checkbox"/>	Freely expresses views, and prepared to criticise others <input type="checkbox"/>	<input type="checkbox"/>
<b>Independent minded</b> (Relationships with people)	Accepts majority decisions to ensure consensus <input type="checkbox"/>	Balances own ideas with those of others <input checked="" type="checkbox"/>	Prefers to follow own approach to do things <input type="checkbox"/>	<input type="checkbox"/>
<b>Outgoing</b> (Relationships with people)	Quiet and considered approach to work <input type="checkbox"/>	As outgoing as most people in the work environment. <input checked="" type="checkbox"/>	Lively and animated style for carrying out the role <input type="checkbox"/>	<input type="checkbox"/>
<b>Affiliative</b> (Relationships with people)	Able to work in isolated roles <input type="checkbox"/>	Can work in either type of role <input checked="" type="checkbox"/>	Best suited to a team based role <input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Socially confident</b> (Relationships with people)	<input type="checkbox"/>	As comfortable as most in social situations <input type="checkbox"/>	Self assured when meeting new people / in social situations <input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Modest</b> (Relationships with people)	Makes strengths and achievements known to others <input type="checkbox"/>	Is relatively comfortable to talk about strengths and achievements <input checked="" type="checkbox"/>	Humble, less likely to openly discuss achievements and successes <input type="checkbox"/>	<input type="checkbox"/>
<b>Democratic</b> (Relationships with people)	Makes final decisions on their own <input type="checkbox"/>	Can make decisions based on own and others views <input checked="" type="checkbox"/>	Listens and widely consults before making decisions <input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Minimum Essential Requirements</b>	<b>Method of Assessment</b>
<b>Skills/Knowledge</b>	
High level of interpersonal and communication skill with a wide range of ages	Interview and application form
In-depth knowledge and experience of residential outdoor education programmes for young people	Interview and application form
Effective in using a range of reviewing techniques suitable for young people and adults	Interview and application form
Good level of competence in a range of outdoor activities (land and water) and a higher level of competence in one relevant activity	Interview and application form
Very good awareness and management of safety in the outdoors	Interview and application form
Contribute to improving own performance and that of the organisation	Interview and application form
Able to effectively design and manage outdoor programmes	Interview and application form
Sensitivity towards environmental issue	Interview and application form
<b>Experience/Qualifications</b>	
Summer ML (and preferably Winter ML)	View completed log book
SPA (and preferably MIA)	View completed log book
UKCC BCU Level 2 or BCU Level 2 (Kayak and Canoe) or BCU Level 3 in one discipline with some competence in the other discipline	View completed log book
First Aid qualification	View completed log book
At least 3 years' experience of working with groups of children on outdoor programmes	Interview and application form
Some experience in dinghy sailing	Interview and application form
Full driving licence for minibuses [D1]	View licence

<b>Work Related Circumstances</b>	
Strong personal commitment to outdoor adventure	Interview and application form
Commitment to the value of outdoor education and training as medium for personal & social development	Interview and application form
Positive and enthusiastic approach	Interview
Adaptable and flexible	
Enthusiasm and ability to work well with and contribute to the existing Derwent Hill team	Interview and application form