



Person Specification: ELSA

Attributes	Criteria	Desirable/ Essential	Method of Assessment
Experience	<ul style="list-style-type: none"> 2 years' experience of counselling or role as an ELSA in an educational or healthcare setting Experience of working with young people. 	Desirable Essential	Application form Interview References
Qualifications	<ul style="list-style-type: none"> ELSA qualification 5 GCSE's with a minimum of Grade C or above in English and Maths Mental Health First Aid Qualification 	Desirable Essential Desirable	Application form Certificates Interview
Skills	<ul style="list-style-type: none"> Highly effective written and spoken communication skills at all levels including talking to groups or larger audiences Good ICT Skills – Microsoft Office Knowledge of school systems Ability to handle confidential information with discretion Able to analyse and interpret data Excellent organisational and administrative skills including record keeping Creative, flexible and imaginative approach to working with people with mental health problems Demonstrate a willingness to participate in shaping the future development of the role and provision 	Essential Essential Desirable Essential Desirable Essential Essential Essential	Interview References
Experience/ Knowledge	<ul style="list-style-type: none"> Experience in the delivery of supportive interventions, workshops or training courses Experience of working with external agencies (eg CAMHS, Social Care) Understanding of alternative and therapeutic interventions for student progression. 	Essential Desirable Desirable	Application form Interview References
Personal Qualities	<ul style="list-style-type: none"> Self-motivated with a can-do attitude Ability to work on own initiative and as part of a team Ability to time manage problem solve and work under pressure Ability to work to deadlines and manage conflicting priorities 	Essential Essential Essential Essential	Interview References



	<ul style="list-style-type: none">• Energetic, enthusiastic and committed• Attention to detail• Professional manner and ability to instil confidence through communication• Flexibility of thinking and working patterns• Empathetic and sensitive to student's individual needs and to listening without judgement• To be able to build and maintain appropriate relationships• Personal resilience to be able to support students experiencing difficult emotions	Essential Essential Essential Essential Essential Essential Essential	
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