

Recruitment person specification

Post being recruited for: ESOL (English for Speakers of Other Languages) Tutor

Council core competencies

These apply to all posts

Respect

We're inclusive, we promote equality, we treat people with fairness, understanding and kindness, and we consider others in all our decision and actions.

Integrity

We're open and honest, we take responsibility, we build trust, and we pull together to do what's right for our residents, colleagues and city

Flexibility

We're open-minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning.

Person specification

| Category | Essential | Desirable |
|--|--|--|
| Experience | <p><i>Experience of teaching ESOL to adult learners.</i></p> <p><i>Managing different levels of ability and progress.</i></p> | <p><i>Partnership/collaborative working.</i></p> <p><i>Supporting and managing volunteers.</i></p> <p><i>Assessment of learners' language levels using the Education Scotland ESOL Initial Assessment pack.</i></p> <p><i>Working across various venues in the course of the week.</i></p> <p><i>Experience of working with ESOL Literacies learners.</i></p> <p><i>Experience of working with learners with refugee and asylum-seeking backgrounds.</i></p> <p><i>Experience of working with learners who have little experience of formal education.</i></p> <p><i>Experience of working in a rolling programme where new learners join throughout the term.</i></p> |
| Knowledge, skills and understanding | <p><i>Producing contextualised learning materials and adapting materials, methods and approaches to be used for different groups and participants-using social practice learning models.</i></p> <p><i>Ability to develop good working relationships with staff, volunteers and outside agencies.</i></p> <p><i>Ability to carry out basic administration tasks required for the role e.g. attendance registers, term plans.</i></p> | <p><i>Ability to identify and secure additional resources.</i></p> <p><i>Commitment to Continuous Professional Development.</i></p> <p><i>Knowledge of trauma informed practice in ESOL teaching.</i></p> |
| Qualifications and training | <p><i>CELTA or equivalent</i></p> | <p><i>An ESOL Literacies qualification</i></p> |
| Job specific requirements | <p><i>See job description</i></p> | |

