



Person Specification

JOB TITLE:	Early Years Stronger Practice Adviser for Childminder Provision
DATE:	August 2026
STATUS:	Final

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Full and relevant Level 3 qualification	E	✓		✓	✓
2. Level 6 or higher qualification in early years/child development (e.g., BA, MA, MSc)	D	✓		✓	
3. Leadership or coaching qualifications	D	✓		✓	✓
4. Other relevant early years or child development qualifications	D	✓		✓	✓
5. Thorough, up-to-date knowledge of the EYFS, including prime/specific learning areas, safeguarding, and assessment expectations	E	✓		✓	✓
6. Knowledge of child development milestones to inform inclusive planning, observation, and assessment	E	✓		✓	
Experience					
7. Minimum 3 years' experience as a childminder or in a childminder setting (or recent childminder experience if currently in a group-based setting or Local Authority role)	E	✓		✓	
8. Currently working in an early years setting rated Ofsted 'Good' or 'Outstanding' (or expected standard under new framework) with children aged 0–4	E	✓		✓	
9. Leadership experience within early years provision	E	✓		✓	
10. Experience delivering external support beyond home setting (e.g., LA networks, Stronger Practice Hubs,	E	✓		✓	

Family Hubs), including professional guidance, workshops, or inspection support					
11. Experience mentoring or coaching childminders, assistants, or educators and modelling best practice	E	✓		✓	
12. Leading strategies to address learning/development gaps (e.g., speech/language, physical development) and collaborating with specialist teams	D	✓		✓	
13. Implementing early development strategies, analysing assessment data, and creating targeted action plans	D	✓			
14. Collaborating to embed inclusive practices for SEND or disadvantaged children	D	✓			
15. Delivering coaching to improve educator confidence and consistency in closing development gaps	D	✓			
16. Using evidence-informed practice to guide organisational change	D	✓			
17. Specialist expertise in SEND, EAL, Inclusion, Safeguarding, or Leadership & Quality Improvement	D	✓			
Skills and Competencies					
18. Understanding of the impact of early experiences on long-term outcomes	E	✓		✓	
19. Deep understanding of evidence-informed interventions and coaching models to support continuous quality improvement across settings	D	✓			
20. Able to build trust quickly, facilitating reflective conversations, and delivering constructive feedback with empathy.	E	✓		✓	
21. Able to communicate effectively across both face-to-face and virtual settings to suit different learning styles.	E	✓		✓	
22. Able to read diagnostic reports and analysing setting data to identify developmental gaps and targeted priorities.	E	✓		✓	
23. Able to demonstrate best practice	E	✓		✓	
24. Able to manage own workload effectively	E	✓		✓	
25. Able to partner closely with the EYSPA Lead, local authorities, and peer childminders to raise standards across the sector	E	✓		✓	
Other					

26. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
27. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
28. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	