

## PERSON SPECIFICATION

Criteria	Essential	Desirable
<b>Qualifications</b>	NVQ Level 2 in Children's Care Learning and Development or equivalent level 2/childcare qualification	NVQ Level 3 in Children's Care Learning and Development or equivalent. Foundation Degree in Early Years.
	Willingness to undertake a Pediatric First Aid course.	Hold a full and valid Pediatric First Aid Certificate
<b>Experience</b>	Previous experience of working with young children in an early year's nursery/childcare setting	Experience of work/play with children of primary age.
<b>Skills</b>	Ability to work on own initiative Ability to work as a member of a team Ability to plan (observe) and implement activities and be able to consider and cater to individual children's needs	
<b>Personal qualities and characteristics</b>	Friendly, flexible approach. Commitment to equal opportunities Commitment to young children and families	
<b>Knowledge/ special aptitudes</b>	Sound knowledge of the early years foundation stage curriculum	Interest in the play and emotional needs of children aged between 2 and 4 years of age.
<b>Other</b>	To be flexible in hours and duties in order to meet the needs and requirements of the Pre-school.	

In addition to a candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

1. Motivation to work with children and young people;
2. Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
3. Emotional resilience in working with challenging behaviours; and,
4. Attitudes to use of authority and maintaining discipline.

Any relevant issues arising from a short-listed candidate's references will be taken up at interview.

