

PERSON SPECIFICATION

JOB TITLE: EARLY YEARS PRACTITIONER

REQUIREMENT	ESSENTIAL/ DESIRABLE
1. Knowledge/Qualifications	
Knowledge and understanding of the development and learning needs of all young children	Essential
The current government guidance for early years	Essential
An NVQ III in Child Care or Equivalent	Essential
IT skills	Desirable
Good communication and interpersonal skills	Essential
Knowledge of safeguarding and promoting the welfare of children	Essential
2. Experience	
Experience of working in an Early Years setting	Desirable
Positive experience of team work in an early year's organisation.	Desirable
Self-motivated and confident	Essential
3. Skills	
Ability to listen to and communicate effectively with children, young people and adults.	Essential
Ability to communicate effectively with service users and other stakeholders.	Essential
Ability to work as part of a team in a demanding environment	Essential
Committed to child centred practice and working with parents	Essential
4. Circumstances/Health	
Staff will have to abide by Howgill's Smoking Policy which does not permit smoking at work.	Essential

Full clean driving licence/own car or access to an operator of a car with a full clean driving licence.	Desirable
Flexible working pattern	Essential
5. Managing diversity Candidates must be able to recognise the unique potential that individuals from differing backgrounds, experiences and perspectives bring in line with Howgill's Equal Opportunities Policy.	Essential
6. Howgill Ethos and Values Candidates must be able to respect Howgill's ethos and work in accordance with Howgill's values	Essential