

PERSON SPECIFICATION

Post: EARLY YEARS PRACTITIONER

This specification will assist prospective candidates to assess their suitability for the post. The attributes are categorised as **essential**: those without which the job could not be performed adequately; and **desirable**: those which, although not essential, would enhance job performance.

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualifications consistent with those required to register as a Practitioner with SSSC (e.g. Early Education and Childcare or SVQ Level 3 Children’s Care, Learning and Development) • Full current driving licence • Own transport insured for business usage 	<ul style="list-style-type: none"> • Food Hygiene certificate • Paediatric First Aid certificate • Additional relevant qualifications e.g. BA Childhood Practice
Experience	<ul style="list-style-type: none"> • Providing quality early learning and development opportunities for young children and parents/carers, and a willingness to promote and develop this within sessions • Developing and facilitating participative play and learning sessions involving children and their families 	<p>Experience of:</p> <ul style="list-style-type: none"> • working with children and their parents together • working with children and families experiencing disadvantage • working with babies, toddlers and children birth to five years • Supporting the active involvement of parents/carers within a range of environments
Knowledge and Understanding	<ul style="list-style-type: none"> • Should be familiar with Scotland’s policies, frameworks and legislation (e.g. Pre-Birth to Three National Guidance, Health and Social Care Standards, GIRFEC, How Good is Our Early Learning & Childcare?) • Professional attitude towards service users, colleagues, other professionals and external contacts • How children learn and develop from birth • The importance of an enriched home learning environment for young children • Knowledge of SSSC, Care Inspectorate and Education Scotland regulations and inspection requirements • Attachment Theory in practice • How to support closing the attainment gap at the earliest possible stage 	<ul style="list-style-type: none"> • Communication processes and overcoming barriers • Research to support the benefits of enriching and improving the home learning environment.
Skills and Capabilities	<ul style="list-style-type: none"> • Building effective relationships • Relevant IT skills • Effective organisational, time management and prioritisation skills 	

	<ul style="list-style-type: none"> • Working on own initiative and also as part of a team • Providing written reports in relation to work carried out • Monitor and assess own performance • Effective communication 		
Values and Personal Commitment	<ul style="list-style-type: none"> • Value and respect the contributions of others • Reliable, punctual and hard-working • Value constructive feedback • Show commitment to achieving high standards and objectives • Show a commitment to reflection, self-evaluation and self-development as a means of enhancing working practice and broadening expertise • Demonstrate flexibility, initiative and self-reliance • Respect confidentiality • Understand and value fairness, diversity, social inclusion and anti-discriminatory practice • Take responsibility for own professional learning and development 		