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**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.

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| **Attributes** | **Essential** |  | **Desirable** |
| **Qualifications** | * 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 | * Food Hygiene certificate * Paediatric First Aid certificate * Additional relevant qualifications e.g. BA Childhood Practice |
| **Experience** | * 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 | Experience of:   * 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** | * 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 | * Communication processes and overcoming barriers * Research to support the benefits of enriching and improving the home learning environment. |
| **Skills and Capabilities** | * Building effective relationships * Relevant IT skills * Effective organisational, time management and prioritisation skills * 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** | * 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 |  |