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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
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| **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
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| **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.
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| **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
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| **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
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