

PERSON SPECIFICATION

Post: EARLY YEARS PRACTITIONER, DUMFRIES AND GALLOWAY

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"> Qualified to deliver baby massage 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 working with children and their parents together Supporting the active involvement of parents/carers within a range of environments 	<p>Experience of:</p> <ul style="list-style-type: none"> working with children and families experiencing challenges in their lives working with babies, toddlers, and children birth to five years
Knowledge and Understanding	<ul style="list-style-type: none"> Should be familiar with Scotland's policies, frameworks, and legislation (e.g., Realising the Ambition, Curriculum for Excellence, 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"> 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 	

	<ul style="list-style-type: none"> • Effective organisational, time management and prioritisation skills • Working on own initiative and 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 		