

Person Specification

The criteria below will be assessed through your application form (A), interview (I), and practical tasks/references (R).

1. Qualifications & Training

Essential	Desirable
NNEB Qualification, NVQ Level 3 in Childcare/Early Years, or an equivalent recognised qualification. (A)	
Current Paediatric First Aid Certificate (or willingness to train immediately). (A)	

2. Experience

Essential	Desirable
Proven experience working with young children in a structured nursery or early years school environment. (A, R)	Experience supervising or mentoring classroom assistants or students (1–5 staff members). (A, I)
	Experience designing and leading collaborative parent partnership projects or workshops. (A, I)

3. Knowledge & Understanding

Essential	Desirable
High level of knowledge regarding the Early Years Foundation Stage (EYFS) curriculum. (I, R)	
Clear understanding of child development, safeguarding, and child protection policies. (I)	

Knowledge of how to safely implement and encourage positive outdoor learning experiences. (I)	
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4. Skills & Abilities

- **Creativity & Innovation:** Ability to plan engaging learning activities and create high-quality, vibrant wall displays. (I, R)
- **Communication:** Excellent linguistic, literacy, and numeracy skills to communicate effectively with teachers, parents, and children. (A, I)
- **Relationship Building:** Proven ability to establish positive, sympathetic relationships dealing with children's social and emotional needs. (I, R)
- **Problem Solving:** Calm decision-making when handling routine classroom issues, child distress, accidents, or toilet training. (I)
- **Administrative Skills:** Competence in managing basic financial records trip money and tracking incident logs. (A)

5. Physical & Environmental Adaptability

- **Physical Fitness:** Capacity to meet the physical demands of the role, including standing, stretching for displays, lifting heavy outdoor equipment, and comforting distressed children. (I, R)
- **Resilience:** Preparedness to work flexibly across indoor classrooms and outdoor areas, including handling bodily fluids when caring for soiled or sick children. (I, R)