



	Essential		Desirable	
	Attribute	Stage Identified	Attribute	Stage Identified
Qualifications	NVQ III in Early Year Care and Education or equivalent as per QCA framework of Nationally Accredited qualifications. Excellent numeracy/literacy/ICT skills – equivalent to NVQ level 2 in English and Maths. Evidence of further study	Application	First Aid Qualification Food Hygiene Certificate Undertaken additional training on working with 0-3's.	Application
Experience	Recent experience of working with different age groups within the birth – 5 years. Experience of working in more than one under fives setting. Experience of working with children with identified Special Needs Experience of curriculum planning	Application	Recent experience of working with birth – 5's. Experience of supervising and deploying a small team of staff. Holding Parent/Profile Meetings.	Application and interview
Knowledge and Skills	A secure understanding of Child Development Birth – 5 years and learning processes. Understanding of The Birth To Three Matters Framework and The Foundation Stage Curriculum and EYFS. Working knowledge of The National Standards. Attendance at a range of recent/relevant training opportunities.	Application and Interview	Knowledge of recent Government initiatives related to the child and the family. ICT Skills A knowledge of the Document Every Child Matters.	Application and Interview
Special Requirements	Highly motivated and able to work across all age groups birth – 5 years. Work constructively as part of a team, understanding the roles and responsibilities and own position within these roles. Ability to work flexibly within the hours 07:30am-18:00pm, all year round.. Excellent communication skills.	Interview		Interview