

**Person Specification**

**Third in Charge Nursery Practitioner**

We are looking to appoint an enthusiastic, motivated and knowledgeable Third in charge Nursery practitioner to work as part of a team to ensure the efficient running of the nursery and provide high quality care for the children attending the nursery.

As part of the recruitment procedure for this position we would like you to prepare a 15- 20 minute activity to do with a group of four children aged three and four years.

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| **Qualifications:** |
| At least a recognized and full Level 3 Child Care qualification or acceptable equivalent. | ✓ |  | Application Form |
| To hold a basic Food Hygiene Certificate  |  | ✓ | Application Form Interview |
| To hold a Pediatric First Aid qualification  |  | ✓ | Application Form Interview |
| **Experience and Knowledge:** |
| Commitment (knowledge and/or experience of) to safeguarding children and vulnerable adults | ✓ |  | Application Form Interview |
| Previous experience of working in a Nursery environment and delivery of the Early Years Foundation stage  | ✓ |  | Application Form |
| A sound knowledge of Microsoft applications and ICT |  |  | InterviewApplication Form |
| Has experience in leading a room including planning and organizing staff, equipment, resources and activities. |  |  | Application FormActivity Observation |
| **Skills and Attributes:**  |
| The ability to work as a member of a team and lead a team when required. | ✓ |  | Application FormInterview  |
| To monitor, share and implement best practice across the Nursery. |  |  | InterviewActivity Observation |
| To work well under pressure  | ✓ |  | InterviewActivity Observation |
| Good communication skills | ✓ |  | InterviewActivity Observation |
| Flexible working attitude | ✓ |  | Application Form Interview  |
| Enthusiasm and strong work ethos | ✓ |  | Interview |
| To be efficient, organised, hardworking and reliable when working with the manager and deputy to maintain operational efficiency, deputizing when required. | ✓ |  | Application Form Interview |
| The ability to treat other people’s values and beliefs with respect | ✓ |  | Interview |
| Total commitment to providing quality day care for children | ✓ |  | InterviewActivity Observation |
| Ability to demonstrate an awareness of equality and diversity principles | ✓ |  | InterviewActivity Observation |
| Ability support children, parents and carers from ethnic minority backgrounds.  | ✓ |  | Application Form Interview Activity Observation |