

## Person Specification

### Post: Nursery Nurse / Early Years Practitioner

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>NVQ 3 or equivalent qualification</li> <li>Grade C or above in GCSE English and mathematics (or equivalent e.g. Adult Literacy / Numeracy at Level 1)</li> </ul>	<ul style="list-style-type: none"> <li>Further or higher education</li> <li>Relevant professional qualification e.g. CACHE Diploma in Children and Education; NNEB or BTEC Nursery Nurse; BEd Early Years</li> <li>Paediatric first aid</li> <li>Additional training in SEND</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Values driven</li> <li>Minimum two years' post qualification experience</li> <li>Working with young children and families</li> <li>Working in partnership with other agencies</li> </ul>	<ul style="list-style-type: none"> <li>Working in an inner-city area of high deprivation</li> <li>Working with children with additional educational needs</li> <li>Working with children with English as a second language</li> <li>Supervision and team leadership</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>High expectations which motivate and challenge children</li> <li>Principles of child development and learning</li> <li>EYFS curriculum and standards</li> <li>Ability to construct successful relationships in order to manage behaviour</li> <li>Commitment to safeguarding</li> <li>Current EYFS educational policy</li> <li>EYFS codes of practice and legislation</li> <li>Health and safety requirements</li> <li>Microsoft Office, especially Outlook, Excel and Word</li> <li>Highly organised</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of what makes a Dixons academy different and successful</li> <li>EYFS planning and assessment; Tapestry assessment tool</li> <li>SEND policy, provision and practice</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>Strong moral purpose and drive for improvement</li> <li>Mission-aligned</li> <li>Humble and kind</li> <li>Motivated, enthusiastic, flexible</li> <li>Excellent interpersonal skills</li> <li>Good sense of humour</li> <li>Desire to develop yourself</li> <li>Ability to receive and act on feedback</li> <li>Strong attention to detail</li> <li>Ability to work under pressure</li> <li>Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>