PERSON SPECIFICATION

Post Title: Nursery Nurse
Division/Department: Trust Day Nursery

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
Experience	child care experience	AF I		AF I
Qualifications	• Appropriate professional qualification NVQ 2 in Childcare or Early Years	AF I	First Aid Certificate Food Hygiene	AF I
Personal Qualities	• Be able to work as part of a team; work on own initiative;	I		
Management / Supervision / Coordination skills	• Manage a key group of children	I AF		
Written skills	• Be proficient in reading and writing • Be able to follow written instructions • Be able to complete documentation e.g. child development/assessments	I AF		I
Communication/Verbal skills	• Able to communicate with children/carers/relatives, including confidential issues. • Required to communicate using a variety of mediums (face-to-face/telephone). • May be barriers to understanding uses tact, persuasion and reassurance skills	I	Basic I.T. skills	AF
Responsibility for financial and physical resources				
Knowledge	• Ofsted standards, Children's Act, diversity issues • Child protection, child development; health and safety	I	Understanding of the EYFS	I AF
Physical skills	• Capable of manual handling	I		
Mental Effort	• Ability to deal with competing priorities and frequent interruptions	I		
Working Conditions	• Ability to work in an environment with unpleasant smells and noise • Willing to come into contact with bodily fluids	I		
Emotional Effort	• Ability to deal with sensitive issues with parents/carers	I		
Other	• Able to work flexible hours and on a shift rota to comply with staff/child ratios			

How tested: AF - Application Form T - Test
I - Interview P - Presentation