



PERSON SPECIFICATION – SENIOR

| | Factor | Essential | Method of Assessment | Desirable | Method of Assessment |
|---|---|---|-------------------------------|--|-------------------------------|
| 1 | Education & Qualifications / Knowledge relevant to post | NVQ Level 3 in Childcare or Equivalent Child Development Child Protection | Application form Interview | Childcare Legislation Highscope Level 5 NVQ in Childcare | Application form Interview |
| 2 | Experience | Working with children of all levels and abilities Working with relevant partners, agencies or other bodies. Experience of planning and running programmes and activities for children Working with children and families to support constructive change, utilising development plans, monitoring and | Application form Interview | | |

| | Factor | Essential | Method of Assessment | Desirable | Method of Assessment |
|---|----------------------|---|---------------------------------------|-----------|----------------------|
| | | <p>reviewing their outcomes.</p> <p>Experience in handling Child Protection issues.</p> <p>Experience in monitoring, evaluating and reporting outcomes.</p> <p>Working alongside and supporting a team of childcare staff, students and volunteers.</p> <p>Competent usage of Microsoft packages i.e. outlook, word, excel etc.</p> | | | |
| 3 | Skills and Abilities | <p>Thorough understanding and application of legislative framework relating to Children and CSSIW Regulations, at a level to share and</p> | <p>Application form Interview</p> | | |

| | Factor | Essential | Method of Assessment | Desirable | Method of Assessment |
|--|--------|---|----------------------|-----------|----------------------|
| | | <p>guide the service to deliver overall objectives.</p> <p>The ability to organise events based around families needs, i.e. drop in sessions, trips etc.</p> <p>The ability to make strong links with local partners and schools</p> <p>To keep abreast of developments in childcare and professional practice standards.</p> <p>An understanding of health and safety procedures, which affect the workplace and employees.</p> <p>To deputise in the deputy managers absence.</p> <p>Teamwork</p> | | | |

| | Factor | Essential | Method of Assessment | Desirable | Method of Assessment |
|---|------------|--|-------------------------------|-----------|----------------------|
| | | Able to communicate in an appropriate manner to all children within the specified age range and their parents and carers. | | | |
| 4 | EQUAL OPPS | <p>Ability to demonstrate an understanding of Faith in Families equal opportunities policy in respect of service delivery, and an awareness of the needs of differing cultural groups and other minority groups and the practical application of equal opportunities within a play setting.</p> <p>An understanding of an integrated and inclusive play environment and a willingness to work with all the children regardless of ability.</p> | Application form Interview | | |

| | Factor | Essential | Method of Assessment | Desirable | Method of Assessment |
|--|------------------------|---|-----------------------------|------------------------|-----------------------------|
| | Any other Requirements | <p>Commitment to working openly and in partnership with families</p> <p>Willingness to undertake other duties as requested in line with level of responsibility.</p> <p>Have a full driving licence and access to a car for work purposes</p> | | Ability to speak Welsh | Application Form |