



# COMHAIRLE NAN EILEAN SIAR

## JOB DESCRIPTION

|                        |                                                                                              |                    |         |
|------------------------|----------------------------------------------------------------------------------------------|--------------------|---------|
| <b>Job Title:</b>      | Nursery Key Worker, Qualified, Gaelic Medium                                                 | <b>Job Number:</b> | Various |
| <b>Department:</b>     | Education & Children's Services                                                              | <b>Grade:</b>      | E       |
| <b>Location:</b>       | Western Isles Nurseries                                                                      | <b>Date:</b>       | 2026    |
| <b>Responsible To:</b> | Chief Officer for Education & Children's Services; in the first instance to the Head Teacher |                    |         |

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### Job Purpose

Through the medium of Gaelic plan a curriculum, which supports and guides children's all round learning and development. To plan and organise the Early Learning & Childcare session through the medium of Gaelic taking into account the needs of every child.

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### Duties

1. Organise in conjunction with the manager and other nursery staff daily, weekly and monthly play schedule through the medium of Gaelic taking into account each child's developmental stage and fluency in Gaelic.
2. In conjunction with the manager and local authority quality assurance team plan a curriculum, which supports and guides children's all round learning and development.
3. Make observations, assessments and keep records of children and play activities to ensure children's learning and development needs are met.
4. In conjunction with the manager and local authority quality assurance team review and evaluate all aspects of planning.
5. Work in partnership with parents/carers concerning their child: encourage them to become involved in the life of the nursery. Involve them in record keeping, give feedback on their child's progress, and seek information from them on their child.
6. Provide a safe and stimulating environment ensuring adequate precautions are taken to safeguard children and minimise risks.
7. Maintain and update an accurate attendance register and records of children's personal details.
8. Work within nursery policies and procedures.
9. Oversee the safe collection of children at the end of the day/session by an authorised adult
10. In conjunction with the manager, ensure provision is available for children with ASN.
11. Liaise with Education and Children's Department staff and other agencies as and when required.
12. Maintain the qualification requirements of the Scottish Social Service Council and Continuous Professional Development.
13. Set up and clear away equipment.



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## General Accountabilities

1. To ensure that all information received and disseminated, whether verbal, written or electronic concerning all employees, prospective employees or service users is treated in the strictest confidence and that all such information held is regulated and controlled in a similar manner in compliance with Data Protection legislation.
2. To ensure compliance with Standing Orders and Financial Regulations of the Comhairle.
3. To ensure that all duties and responsibilities are performed in a safe manner so that no risk to health and safety arises to yourself, any other employee or member of the public.
4. As the Comhairle is committed to the effective management of risk, it is the responsibility of all employees to carry out their duties and responsibilities with adequate regard for Risk Management as outlined within the Comhairle's Risk Management Policy.
5. To comply with the Comhairle's Equal Opportunity Policy in Service Delivery and Employment, thereby promoting a fair and quality service to all.
6. To keep under review your own development needs. Learning needs should be discussed and determined at your annual Performance Appraisal and you will be required to undertake training as identified and as appropriate and required for the effective performance of the duties of the post.
7. Any other duties or responsibilities that may need to be allocated from time to time to ensure the efficiency of the service.





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## PERSON SPECIFICATION

This form lists the essential and desirable criteria required. Applicants will be leeted on the basis of meeting the criteria. Please ensure you complete your application form considering the criteria below.

**Job Title:** Nursery Key Worker, Qualified, Gaelic Medium

**Job Number:** Various

| CRITERIA                        | ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                             | DESIRABLE                                                                                                                                                                                                                 |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Knowledge</b>                | E1. Knowledge of child development and how children learn.<br>E2. Knowledge and understanding of play and its importance in young children's learning and development.<br>E3. Knowledge and understanding of Curriculum for Excellence, Pre-birth to Three, Building the Ambition, How Good is Our Early Learning & Childcare? and the National Care Standards.                                                                                       | D1. Understanding of the Care Inspectorate                                                                                                                                                                                |
| <b>Skills and Abilities</b>     | E4. Able to plan, organise and participate in all play activities.<br>E5. Ability to review all practice.<br>E6. Ability to communicate with children and parents/carers.<br>E7. Ability to interact with children firmly but sensitively.<br>E8. Ability to co-operate with others and work as part of a team<br>E9. Ability to keep records and respect confidentiality.<br>E10. Basic computer literacy.<br>E11. Ability to speak and read Gaelic. | D2. Ability to plan and implement a curriculum through short medium and long term planning.<br>D3. Ability to assess and record children's progress.<br>D4. Familiar with relevant national and local childcare policies. |
| <b>Education and Experience</b> | E12. Proven childcare experience working with young children and their families in an early years setting.<br>E13. Qualification that meets the requirements of the SSSC for practitioners.*                                                                                                                                                                                                                                                          | D5. Experience of record keeping and collecting fees.<br>D6. A minimum of two-year childcare experience.<br>D7. Up to date First Aid and Child Protection Certificate.                                                    |
| <b>Other Factors</b>            | <b>CONTINUED ON NEXT PAGE</b>                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                           |

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|  | <p>E14. Flexible, open caring approach.</p> <p>E15. Good timekeeping and willingness to undergo Continuous Professional Development.</p> | <p>D8. Registration with the SSSC under the category of practitioner.</p> |
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