

PERSON SPECIFICATION

Post Title	Nursery Nurse	Band	7	Job Evaluation Reference	BM07
Required Attributes					
1. EDUCATION AND TRAINING				Essential	Desirable
Qualifications as an essential criteria can only be asked if it is a <u>fundamental</u> requirement of the role (i.e. the role could not be done without it). Otherwise, a qualification should be used as an <u>indication</u> of the knowledge required to perform the role and equivalent knowledge/experience* should be considered (i.e. SCQF Level 6 or equivalent knowledge/experience)					
*equivalent knowledge/experience can be gained in several ways including relevant work experience, voluntary or community activities, on-the-job or off-the-job training or full-time or part-time study					
A recognised qualification to register with SSSC, for example:				✓	
- Social Services, Children & Young People at SCQF Level 7 - HNC Childhood Practice at Level 7					
Evidence of Continuous Professional Development				✓	
2. KNOWLEDGE AND EXPERIENCE				Essential	Desirable
Consider what knowledge and experience is essential at the point of recruitment and what can be considered desirable and can be learned through on-the-job training					
Recent experience in a pre-school education and childcare setting.				✓	
Experience of liaison with parents and multi-agency teams				✓	
Experience in planning and evaluating curriculum				✓	
Curriculum for Excellence				✓	
Child development and how children learn through play				✓	
Health and Social Care Standards				✓	
How Good Is Our Early Learning and Childcare?				✓	
SSSC Codes of Practice				✓	
Child Protection Procedures				✓	
3. SKILLS AND ABILITIES				Essential	Desirable
Consider what skills and abilities are essential the point of recruitment and what can be considered desirable and can be learned through on-the-job training					
Excellent communication skills				✓	

Excellent presentation skills		✓
Good working knowledge of ICT		✓
Provide guidance to planning, assessment, recording and reporting		✓
Oversee and prepare transition/progress reports		✓
4. PERSONALITY FACTORS	Essential	Desirable
• Include personality traits and interpersonal skills that align to the Councils Core Behaviours		
Organised	✓	
Enthusiastic	✓	
Team player	✓	
Motivated	✓	
Responsive to needs of others	✓	
5. OTHER REQUIREMENTS	Essential	Desirable
• Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc		
Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviours: • Strengthen – our Communities • Understand – our children's needs • Protect – our vulnerable people • Promote – equality and diversity • Open and transparent – at all times • Respect – our environment • Treat – each other with kindness		

Guidance:

A factsheet on writing a person specification is available on Connect within the recruitment policy/procedure.