Person Specification Preschool Leader

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|  | Essential criteria | Desirable criteria |
| Education and Training | QCF Level 5 in Children’s Care Learning and Development (or equivalent)  OR Enrolled in above  OR Currently employed in a leadership role within an early years setting and commitment to achievement of above within 2 years of commencement | * A BA in Early Years Childhood Studies or equivalent. * Current Pediatric First Aid certificate. * Current Basic Food Hygiene Certificate * Current Child Protection Training. (within 2 years) * Any other additional and relevant qualifications associated with the Early Years * Early Years Inclusion Team Capacity BuildingTraining |
| Experience | One year’s previous experience leading and supervising a team.  Two years previous experience working in an early years setting. | * Two years previous experience leading and supervising members of staff gained in an early years setting. * Experience of working with young children with SEN needs e.g. Behaviour, social and emotional needs & Communication and Interaction * Experience of ETI Inspection |
| Knowledge | Good knowledge and understanding of the NI Pre-school Curricular Guidelines  Knowledge of child development including age appropriate areas of learning.  Good understanding and knowledge of the process of self-evaluation and reflective practice  Good understanding of the importance of parental involvement in early years.  Good knowledge and understanding of safe guarding and child protection procedures    Good understanding of DHSSPS Minimum standards  Good knowledge and understanding of the NI Pre-school Curricular Guidelines  Knowledge of child development including age appropriate areas of learning.  Good understanding of the importance of parental involvement in early years.  An understanding of developing and implementing policies and procedures  Good knowledge and understanding of safe guarding and child protection procedures    Good understanding of DHSSPS Minimum standards | Knowledge of Early Years Accreditation  Knowledge of all processes and documentation required for ETI in regards to Inspection |
| Skills and Abilities | Demonstrate skills in leading and managing a team.  Demonstrate experience in planning and prioritising work.  To be able to engage and support young learners  The ability to record and pass on information accurately  Good organisational skills and use these as part of the team  To be a role model and provide positive behaviour management strategies to aid the development of good social skills in young children  The ability to lift children and equipment when required  The ability to develop and implement policies and procedures  The ability to create and maintain a safe and purposeful learning environment for 3 - 4 year old children.  The ability and articulacy to interact effectively with young children | The ability to use ICT to support learning |
| **Personal Qualities & Attributes** | Ability to relate effectively with all groups; parents, carers, children and staff.  Demonstrate a good level of written, spoken and numerical skills  Honest, trustworthy & reliable  Enthusiastic with a genuine desire to work with children  To always maintain complete confidentiality  Commitment to Ongoing Professional Development  A friendly, caring, helpful and patient disposition  An ability to ensure adherence to health and safety legislation and best practice. | Willing to participate in school activities outside the hours for which you are paid e.g. training, meetings, open evenings etc.  Sense of humour |