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| **essential** | **desirable** |
| **experience and knowledge** |
| * Minimum 3 years’ experience of working within an early years setting
* Substantial experience working with young children
* Understanding of Early years Foundation stage curriculum
* Understanding of the developmental needs of babies and young children
 | * An awareness of the needs of the local community
* Experience of working in partnership with other agencies
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| **education and qualifications** |
| * NVQ level 3
* NNEB or equivalent
* GCSE or equivalent level C or above in Maths and English
 | * Evidence of personal development and general education
* First Aid qualification
* Food Hygiene Certificate
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| **abilities and skills** |
| * Good oral and written communication skills
* Good organisational skills
* Creative & imaginative skills in planning & providing stimulating experiences
* Ability to promote positive behaviour and a positive regard for different races, cultures, language and faith
* Ability to provide an inclusive provision for children with SEND
* Ability to maintain accurate records and write reports
* Knowledge of child protection
* Effective use of ICT to support planning and record keeping
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| **traits and characteristics** |
| * A positive, sensitive attitude towards working and communicating with children
* A positive approach to difficult situations and challenges
* Ability to work both on own initiative and co-operatively as part of a team
* Ability to work in a non-discriminatory, sensitive and respectful way
* Patience and consistency in working with children and adults
* Commitment to the children’s centre policies and to developing quality services
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| **Circumstances** |
| * Ability to work flexible hours, which may
* include occasional weekends and evenings
* Fit to carry out all tasks associated with the post
* A full UK driving licence and use of car for work
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