



Personnel Specification - Nursery Teacher

Attributes	Criteria No.	Criteria	How Identified	Rank
<i>Relevant Experience</i>	1. 2.	Experience of teaching early years children Experience of a private/voluntary setting	Application & Interview	Essential Advantageous
<i>Education and Training</i>	3. 4. 5.	Early Years Teaching Qualification First Aid qualification Other related training	Application Application Application	Essential Advantageous Advantageous
<i>General and Special Knowledge</i>	6. 7.	Knowledge of cognitive development – How children learn to read, children’s mathematical development Any subject specialism	Interview App & Interview	Essential Advantageous
<i>Skills and Abilities</i>	8. 9. 10. 11. 12. 13.	Ability to communicate well with adults and children To be able to demonstrate the ability to lead and manage a team of nursery staff Ability to write legibly and good presentation skills Good organisational skills Ability to identify children with special needs Ability to approach things professionally	Interview Application & Interview App & Interview Interview Interview Interview	Essential Essential Essential Advantageous Advantageous Essential
<i>Additional Factors</i>	14. 15. 16. 17. 18.	Understanding of Equal Opportunities Awareness of Health and Safety and practical hygiene issues Enjoy being with children Honesty with self and others Have a clear understanding of the importance of confidentiality	Interview Interview & Application Interview Interview Interview	Desirable Desirable Essential Essential Essential