



Person Specification			
<b>Post title</b>	Early Years Children and Family Development Practitioner	<b>Grade</b>	Pay Band G / £31,067 - £32,654

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
<b>Skills, knowledge, experience</b>		
S1	Ability to work in partnership with partner agencies, families and communities.	CV/SS, I
S2	Extensive recent experience of working directly with families with multiple needs with children aged 0-5.	CV/SS, I
S3	Ability to keep appropriate records and produce reports.	CV/SS, I
S4	Experience of engaging hard to reach families using persistence and creativity.	CV/SS, I
S5	To have an assertive and pro-active approach to partnership working including the ability to identify and overcome barriers.	CV/SS, I
S6	Demonstrate an understanding of, acceptance and commitment to the principles underlying equal opportunities.	CV/SS, I
S7	Demonstrable commitment to safeguarding the welfare and safety of children and young people at all times.	CV/SS, I
S8	Ability to prioritise work under pressure and to be self-motivating.	CV/SS, I
S9	Understanding and knowledge of child development and family functioning.	CV/SS, I
S10	Ability to use equipment as instructed and trained. Ability to inform management of any health and safety issues which could place individuals in danger	CV/SS, I
<b>Personal attributes and circumstances</b>		
P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect.	I
P2	A flexible approach to working including ability to work core hours 8am-8pm Monday- Saturday for which appropriate time off in lieu can be accrued (and be flexible about work outside these hours	I

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	depending upon service activity).	
<b>Communication</b>		
C1	Effective verbal and written communications skills with service users, professionals and other colleagues.	CV/SS, I
<b>Qualifications</b>		
Q1	Minimum NVQ level 3 or equivalent in a related field (e.g. Health and Social Care) or equivalent experience	CV/SS, C
Q2	A commitment to ongoing professional development.	CV/SS, C

**CV/SS** = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview  
**P** = Presentation **AC** = Assessment Centre **T** = Test

**Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:**

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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