



Person Specification			
<b>Post title</b>	Early Years Locality Manager	<b>Grade</b>	Pay Band O / £49,282 - £50,269 per annum

This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

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 lead a team and to motivate and appraise staff and volunteers	CV/SS, I
S2	Ability to interpret complex verbal and numerical information and present back to a range of audiences	CV/SS, I
S3	Ability to use local demographic / performance data to inform service planning and development	CV/SS, I
S4	Knowledge of the Performance Management Framework for Early Years	CV/SS, I
S5	Detailed knowledge of the local and national context of social policy within the Children’s Services sector, with a particular emphasis on Early Years, Health, Early Help and SEND	CV/SS, I
S6	Understanding of the principles of equality and diversity and evidence of putting these into practice	CV/SS, I
S7	Understanding of health and safety requirements and the need for risk assessments	CV/SS, I
S8	Understanding of child protection and safeguarding children policies and procedures	CV/SS, I
S9	Experience of working independently managing tasks with minimal supervision whilst prioritising activities to ensure results are delivered	CV/SS, I
S10	Minimum of three years’ experience of leading a programme of change to the way services are delivered to children and their families by a multi-agency workforce	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

June 2024





Communication		
C1	Excellent written and verbal communication and an ability to communicate at all levels	CV/SS, I
Qualifications		
Q1	Relevant professional qualification/ Degree in an appropriate field – Health, education, social care or equivalent experience	CV/SS, C
Q2	Experience of senior position within the voluntary, statutory or private sector	CV/SS, I

**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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