

## PERSON SPECIFICATION

### Details of Person Specification

<b>Job Title:</b>	Nursery Nurse	<b>Grade:</b>	10-13
<b>Division/Section:</b>	Nursery	<b>Date:</b>	September 2025
<b>Prepared by:</b>	Patricia Eddie		
<b>Designation:</b>	Nursery Manager		
<b>Reviewed by:</b>	Danielle Watson		
<b>Designation:</b>	HR Advisor		

This form describes the essential and desirable criteria a person needs to perform the job.

Candidates who meet essential criteria should be preferred to those who do not. Exceptions to this guideline need to be justifiable and should be recorded.

### PERSON SPECIFICATION

#### 1. KNOWLEDGE AND SKILLS

No.	Description	Method of Assessment
	<b>Essential</b>  Knowledge of the Curriculum for Excellence, Early Level, and The Pre-Birth to Three Curriculum.  Knowledge of National Care Standards and Codes of Practice.  Enthusiastic and highly motivated in promoting child led activities and learning experiences.  Good communication written and oral	Application Form  Interview  Application Form/Interview
	<b>Desirable</b>	

## 2. EXPERIENCE AND EDUCATION

No.	Description	Method of Assessment
	<b>Essential</b>  HNC in Childhood Practice or equivalent qualification  Be registered, or be willing to become registered with the SSSC  Knowledge of Health and Safety requirements relevant to childcare settings including Safeguarding	Application Form  Application Form  Interview
	<b>Desirable</b> Experience of working with children between the ages of 6 weeks to 5 years  First Aid/Food Hygiene trained or willing to undertake such training	Application Form  Application Form/Interview

## 3. ACCURACY AND INITIATIVE

No.	Description	Method of Assessment
	<b>Essential</b>  A high degree of accuracy is required  Ability to plan and prioritise own workload  The ability to make informed decisions using existing knowledge and own initiative	Application Form  Application Form  Application Form/Interview
	<b>Desirable</b>	

## 4. PEOPLE

No.	Description	Method of Assessment
	<b>Essential</b>  Ability to work as part of a team, form and maintain appropriate relationships including personal boundaries with stakeholders.  Self directed and creative in relation to the curriculum.  Excellent communication and interpersonal skills	Application Form  Interview  Interview
	<b>Desirable</b>  Awareness of Equal Opportunities	Interview

## 5. Other requirements

No	Description	Method of Assessment
	<b>Essential</b>  Commitment to keep abreast of new child care and educational initiatives.  A willingness to undertake on-going CPD opportunities as required by the SSSC. To keep registration up to date.	Application Form  Application Form/Interview
	<b>Desirable</b>	