

PERSON SPECIFICATION

Details of Person Specification

Job Title:	Nursery Nurse	Grade:	10-13
Division/Section:	Nursery	Date:	June 2026
Prepared by:	Patricia Eddie		
Designation:	Nursery Manager		
Reviewed by:	Danielle Watson		
Designation:	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
	Essential	
	Knowledge of the Curriculum for Excellence, Early Level, and Realising the Ambition – Being Me	Application Form
	Knowledge of National Care Standards and Codes of Practice.	Interview
	Enthusiastic and highly motivated in promoting child led activities and learning experiences.	Application Form/Interview
	Good communication written and oral	
	Desirable	

2. EXPERIENCE AND EDUCATION

No.	Description	Method of Assessment
	Essential 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
	Desirable 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
	Essential 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
	Desirable	

4. PEOPLE

No.	Description	Method of Assessment
	Essential 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
	Desirable Awareness of Equal Opportunities	 Interview

5. Other requirements

No	Description	Method of Assessment
	Essential 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
	Desirable	