



Person Specification			
Post title	Early Years Children and Family Development Practitioner.	Grade	G / £32,061 - £33,699

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
Skills, knowledge, experience		
S1	Ability to work in partnership with partner agencies, families and communities	CV/SS, I
S2	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
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability,	CV/SS, I

June 2024





	Communication and Respect.	
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 depending upon service activity).	CV/SS, I
Communication		
C1	Effective verbal and written communications skills with service users, professionals and other colleagues.	CV/SS, I
Qualifications		
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, 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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