Person Specification: Portage Worker grade 8

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualification** | Nursery Nurse qualification or equivalent. NNEB, BTEC National Diploma in Caring Services. NVQ Level 3 (Early Years Care and Education). | Advanced qualification or additional specialist qualifications.  Portage qualification | Application form  Selection Process  Pre-employment checks |
| **Experience** | Experience of working with young children with additional or special educational needs or disabilities and their families | Experience of devising support or action plans to help children progress and implementing them  Experience of running preschool groups  Experience of working independently | Application form  Selection Process  Pre-employment checks |
| **Skills / Knowledge** | Good written and verbal communication skills.  Good organisational skills and an ability to work independently.  The ability to travel across a wide geographical area in a timely and flexible manner at various times of the day.  Knowledge and understanding of child development. | Knowledge and understanding of the Portage model in working with children requiring support to develop skills.  Evidence of continuing professional development.  Evidence of skills and awareness relating to the assessment of young children.  Confidence and competence in the use of ICT  Ability to build positive, professional relationships with service users | Application form  Selection Process  Pre-employment checks |
| **Personal Qualities** | Evidence of a willingness to work as a member of a team.  Evidence of a willingness to work cooperatively with a range of professionals.  Ability to relate effectively with children and their parents/carers. | Evidence of commitment, enthusiasm and self- motivation.  Ability to organise themselves.  Ability to learn through professional experience.  Tactful, discreet and sensitive to the needs of others.  Ability to cope under pressure | Application form  Selection Process  Pre-employment checks |