

**PERSON SPECIFICATION FOR THE POST OF:
Language Development Worker**

	ESSENTIAL/ DESIRABLE	HOW IDENTIFIED
1. EDUCATION, TRAINING AND QUALIFICATIONS		
1.1 Level 3 qualification in working with children (Early Years)	Essential	Application Form
1.2 First Aid	Desirable	Provision of relevant Certificates
1.3 Food Hygiene	Desirable	Provision of relevant Certificates
1.4. Committed to development of self through ongoing training	Essential	Application Form and Interview
1.5 Training relevant to post	Desirable	Application Form and Interview
1.6 Full UK Driving Licence and access to a vehicle (<i>Business insurance to be sourced by successful applicants</i>)	Essential	Application Form & Provision of Licence
2. EXPERIENCE		
2.1 Two years' experience of working with children aged 0-5 years in a childcare setting or family support setting	Essential	Application Form and Interview
2.2 Experience of working successfully with others e.g. parents, staff, within the community and outside agencies	Essential	Application Form and Interview
2.3 Experience of language development work for this age group.	Desirable	Application Form and Interview

3. SPECIAL KNOWLEDGE		
3.1 Understanding of the needs of parents and children in diverse communities	Essential	Application Form and Interview
3.2 High level of understanding of young children's learning and developmental needs	Essential	Application Form and Interview
3.3 Knowledge of the Early Years Foundation Stage and Development Matters	Essential	Application Form and Interview
3.4 Experience in carrying out developmental observations on children	Essential	Application Form and Interview
3.5 Knowledge of BHT Early Education and Training and what we aim to achieve	Desirable	Application Form and Interview
3.6 Understand the importance of supporting parents/carers to access support services	Essential	Application Form and Interview
4 SKILLS & ABILITIES		
4.1 Be able to communicate effectively with other professionals, organisations and parents	Essential	Application Form and Interview
4.2 Able to assist in monitoring and evaluating work	Essential	Interview
4.3 Excellent inter-personal and communication skills	Essential	Interview
4.4 Ability to work as part of a multi-disciplinary team	Essential	Interview
4.5 Ability to share skills and knowledge with others	Essential	Interview
4.6 Excellent organisational skills and able to manage work load independently.	Essential	Application Form and Interview
4.7 Must be competent using IT systems such as Word, Microsoft Excel.	Essential	Application Form and Interview

4.8 Previous experience of using an online data collection system	Desirable	Application Form and Interview
5. PERSONAL CIRCUMSTANCES		
5.1 Must be eligible to work in the UK	Essential	Sight of appropriate specified document
5.2 Willing to work across the whole of the Bradford	Essential	Interview
5.3 Able to work some evenings and weekends	Essential	Interview
6. DISPOSITION, ADJUSTMENT, ATTITUDE		
6.1 Must have a positive attitude and approach when working alongside parents, children other professionals and organisations	Essential	Application Form and Interview
6.2 Be able to work on own initiative	Essential	Application Form and Interview
6.3 Value the contribution of parents as the child's first educator and the importance of liaison and partnership with parents at all times	Essential	Application Form and Interview
6.4 Takes a responsible approach to work at all times	Essential	Application Form and Interview
7. PRACTICAL AND INTELLECTUAL SKILLS		
7.1 Have a practical understanding of the social, physical, emotional and intellectual needs of young children	Essential	Application Form and Interview
7.2 To have appropriate expectations of young children's abilities	Essential	Application Form and Interview
7.3 Able to model excellent practice at all times for parents and Colleagues	Essential	Application Form and Interview

7.4 Ability to engage with families and approach them with focused suggestions	Essential	Application Form and Interview
8. PHYSICAL/SENSORY		
8.1 Must be able to perform all duties and responsibilities in work location with reasonable adjustments where appropriate, under the provision of the Disability Discrimination Act 1995	Essential	Information supplied by applicant prior to or during the selection process.
9. EQUALITY		
9.1 Candidates should indicate an acceptance of and commitment to the principles underlying the Equal Rights policies and practices.	Essential	Interview