



Person Specification

Job Title: Associate Director of Early Years

<u>Qualifications</u>	<u>Essential</u>	<u>Desirable</u>
Qualified Teacher Status	✓	
Post Graduate / further study in Early Years / Early Childhood Development.		✓
Evidence of involvement in external CPD		✓
<u>Knowledge</u>	<u>Essential</u>	<u>Desirable</u>
Excellent understanding of Early Years Foundation Stage curriculum	✓	
Knowledge of current issues facing Early Years settings	✓	
Evidence of leading CPD, or providing CPD in an outreach capacity		✓
Good understanding of school improvement and Ofsted inspection programmes	✓	
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Ability to use EYFSP and related performance data and other data to analyse and evaluate school/phase performance	✓	
Ability to provide clear evaluation and strategies for improvement for leadership teams and early years settings.	✓	
Knowledge of departmental monitoring and tracking systems and their role in securing improvement		✓
Good understanding and knowledge of current and new examination specifications	✓	
Ability to offer advice on Early Years Foundation Stage curriculum and assessment	✓	
Able to deliver strategic measures to enable children to achieve their potential	✓	

Knowledge and understanding of EYFS tracking and assessment, and using experience of this to support colleagues		✓
<u>Experience</u>	<u>Essential</u>	<u>Desirable</u>
Experience of leading a team or providing support to a school/team, resulting in rapid improvement	✓	
A track record of successful impact, either as a EYFS leader or in giving support and challenge to a team/school	✓	
Evidence of involvement in transformational change within an Early Years setting	✓	
Outreach work / supporting a teams in challenging circumstances		✓
<u>Skills</u>	<u>Essential</u>	<u>Desirable</u>
To be able to demonstrate high quality teaching	✓	
To be able to analyse and review teams and provide feedback and high quality reports	✓	
To be able to develop intervention strategies that brings about rapid improvement	✓	
Willing to teach, and demonstrate teaching, across the Family of Schools, including extended periods where necessary	✓	
Able to work flexibly and under pressure.	✓	
Able to provide clear strategies for improvement, following analysis/review of data and/or performance	✓	
Able to deliver bespoke CPD to colleagues and trainees		✓
High level interpersonal skills	✓	
To show confidence when working with Principals and other Senior Leaders	✓	
To be able to provide resources for Early Years settings.	✓	
Develop and deliver resources for Early Years assessment and intervention work.	✓	