

GRADE 5: EARLY YEARS PRACITIONER (Graduate)

JOB DESCRIPTION

Northside Family Resource Centre's Early Years Services continue to develop and promote good practice, with the child as the focus of all we do. Working with the Early Years Manager the Early Years Practitioner will have responsibility for the day-to-day care and education of children attending the service.

The main duties and responsibilities of **EARLY YEARS PRACITIONER** are as follows:

Childcare

- Day to day responsibility for the children including their emotional, social, physical and developmental care
- Lead in the planning, implementation of activities / programmes appropriate to individual and group needs
- Design mechanisms to implement Siolta and Aistear toolkit and monitor progress.
- Deliver Incredible Years or another recognised programme to young children
- Use own initiative and imagination to continually update programmes and activities.
- Review and evaluate.

Staff

- Working as part of a staff team to ensure delivery of a quality programme for children.
- Support the smooth running of staff timetables, rotas, breaks, etc.
- Support the day-to-day running of the service
- Act up in the absence of the team leader

Childcare Facility

- Be responsible for cleanliness of the designated area
- Ensure that all equipment and resource materials are properly maintained.
- Take responsibility for maintaining the highest standards in relation to health, hygiene and safety on a day-to-day basis
- Share responsibility for areas of general use.

Parents

- With EY Manager and Team Leader liaise with parents in relation to children's progress
- Involve parents in aspects of the service and work co-operatively with them
- Disseminate relevant information and literature to parents

Policies

- Be familiar with and implement all childcare policies and procedures
- Support other staffs understanding of the policies and procedures.
- Implement Child Protection Policy - being vigilant for signs of non-accidental injury, sexual abuse, neglect and social, emotional and development delay, reporting immediately any and every aspect of concern to the Designated Liaison Person.
- Observe all procedures as required in terms of care and control, safety and good childcare practice
- Ensure relevant others (students, volunteers, parents and visitors) are made aware of and adhere to all policies and procedures

Training / Networking

- Continually support the update and renewal of childcare practice and procedure by being open to own learning and development, identifying and completing relevant courses
- Participate in child-related courses, talks and workshops as requested by management
- Participate in team-building, staff training and development sessions of Family Resource Centre

Other relevant responsibilities as identified by management.

Terms of Employment	
Job Title:	Grade 5: Early Years Practitioner
Name of Employer:	Northside Family Resource Centre

Accountability

The EY Practitioner is an employee of the Board of Management of Northside Family Resource Centre.

The EY Practitioner reports to the Team Leader and Early Years Manager on a daily basis. Final responsibility rests with the Board of Management through the CEO.

Hours of Work

- The post a full-time, 39 hour post Monday to Friday where the practitioner is available between 08:00 and 18:00.
- Alternative working arrangements can be considered upon request including part-time and term time.
- The Early Years Practitioner will be expected to be flexible about morning, evening and weekend work for which overtime will not be paid but time-off-in-lieu will be granted.
- The contract is a permanent fulltime contract and will be subject to continued funding.
- A ten-month probationary period will apply.

Salary

The salary scale is €28,400 - €33,534 per annum pro rata.

Confidentiality

The Early Years Practitioner will be expected to observe confidentiality at all times in relation to the business of the Family Resource Centre.

Holidays

Twenty-five days per annum pro rata plus public holidays and 2 Company Days.

NORTHSIDE

FAMILY RESOURCE CENTRE

Garda Vetting

The position is subject to the completion of a satisfactory Garda Vetting process.

**GRADE 5: Early Years Practitioner
Person Specification**

	ESSENTIAL	DESIRABLE
EXPERIENCE AND KNOWLEDGE	<ul style="list-style-type: none"> • Experience of working in a childcare setting including college placement 	<ul style="list-style-type: none"> • Minimum 2 years working in an early year setting. • Experience of working with all children aged between 0-6 years • Active in meeting all childcare regulations on one's own initiative • Experience of working in a community setting • Volunteer work with children and/or young people • Local knowledge
SKILLS & ABILITIES	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Ability to relate to young children. • Ability to play and be playful • Able to relate to parents and rely information regarding their children's needs 	
EDUCATION & TRAINING	<ul style="list-style-type: none"> • Minimum of QQI Level 7 in Early Childhood Care and Education. 	<ul style="list-style-type: none"> • QQI Level 8 in Early Childhood Care and Education • Trained in a complimentary area eg IY; Marte Meo; Play Speech and language
PERSONALITY	<ul style="list-style-type: none"> • Patient, kind, fun loving and outgoing. • Nurturing approach to relationships with children 	

NORTHSIDE

FAMILY RESOURCE CENTRE

	seeking attunement with the child and their needs	
VALUES	<ul style="list-style-type: none">• Flexible with regard to working hours• Showing a deep respect for people from diverse backgrounds• Supportive and non-judgmental of families.	