

Information for Candidates – Early Years Strategic Lead



The Role

Aspire Foundation are recruiting to the new role of **Early Years Strategic Lead**.

Due to the expansion and growth of our Early Years provision we are offering a new and exciting opportunity, and seeking to recruit an inspirational Strategic Leader for our Early Years team.

You'll be responsible for the strategic and operational leadership of Aspires Early Years provision as delivered by our seven nurseries within Children and Family centres in Cheltenham, Tewkesbury, Stroud and Dursley and surrounding areas. This role will also seek to develop our offering county wide.

37 hours a week (Monday-Friday) Term Time Only plus 4 weeks (43 weeks on total).
Salary: £49,466 to £52,215 (for 37 hours/week Term Time only plus 4 weeks – total of 43 weeks/year)

We anticipate the successful candidate will start in the summer term to allow for a handover from the existing Manager.

Closing date for applications: 5pm on Friday 5th April 2024
Interviews will take place: w/c 15th April 2024

Why Aspire?

For over 20 years we have been providing high quality early education and care with wonderful opportunities for children to grow, learn, develop and flourish in our safe and nurturing learning environments.

Why you?

- You are a passionate, experienced and dedicated professional with a passion for Early Years education.
- You are experienced in leading and managing settings with a demonstrable track record within nurseries rated Good or higher by Ofsted.
- You are a strategic thinker and clear and adaptable communicator, able to confidently convey vision, situations and actions in both written and spoken forms.
- You are active in working in collaboratively in partnership with colleagues and other professional partners, sharing knowledge, experience and best practice

The ideal candidate will have the following:

- In-depth knowledge of EYFS Statutory and Non-Statutory Requirements
- Ability to create structured strategic plans
- Strong interpersonal and communication skills.
- Ability to lead and inspire a team including matters related to wellbeing
- Experience of leading and managing teams across multiple nursery settings

- Experience of leading and co-ordinating provision and best practice across multiple sites
- Experience of taking responsibility for Safeguarding and Child Protection across multiple settings
- Knowledge of Health & Safety standards in nursery settings
- Experience in creating and managing action plans and supporting improvements (including project management skills)
- Confident with use of IT e.g. Microsoft Office (Outlook, Word, Teams, Excel, Powerpoint)
- Able to lead implementation of an Adaptive and Reflective Approach with a Growth Mindset, continuously adapting strategies and reflecting on practice to enhance the effectiveness of teaching and learning.
- Stay abreast of developments and initiatives in Early Childhood education and incorporate innovative practices to enhance the educational program.

You may bring the added value of:

- Experience of opening a new EY setting (Pre-registration)
- Experience in using Tapestry – Nursery Management Software

Required emotional characteristics:

- Confidence as a leader
- Great listening skills
- Stable and dependable
- Problem solving & positive can-do attitude.
- Resilient (strong) yet also caring and great empathy
- Able to take constructive criticism.
- Able to be self-reflective to constantly improve.

About the Role

The Early Years Strategic Lead role is a key leadership role within Aspire Foundation

Reporting to the Executive Head Teacher, the role comes with high responsibility for leading and managing the EY service, implementing a strategic approach and ensuring the delivery of exceptional care and education which meets the needs of children and families.

The postholder will work with the Directors and Senior Managers to ensure the organisation's ethos and strategic vision is carried throughout all settings as well as the wider community and involve taking lead responsibility for safeguarding and child protection across all settings.

The role will work to ensure delivery of best practice in teaching and learning and ensure high quality nursery environments.

It is directly responsible for leading and supporting the EY Leads in their role including the effective monitoring of practice within the nurseries, plus the coaching and mentoring of EY practitioners in settings.

You will be given plenty of challenges as well as opportunities to innovate and personally develop, working alongside a dedicated and talented set of colleagues who work collaboratively to deliver our vision and ambition for the children to 'Aspire and achieve'.