



Role Title: Third in Charge

Department: Childcare

About the role

Welcome to childcare with a difference, set up specifically to nurture the next generation of kind, considerate children. The right candidate will play their part in leading that mission, helping to provide a happy and fun-loving environment for children and colleagues to fulfil their potential. If you're passionate, enthusiastic and can role model and inspire people to deliver fantastic experiences for children and their families, we'd love to hear from you.

You don't have to be a superhero, but it helps! As Third in Charge, you will support your team to deliver outstanding care, outstanding early education, ensuring performance standards are consistently met, where colleagues, families and children rate us outstanding.

- As Third in Charge, you will work and report directly to the Nursery Manager and work in unity with the Quality Excellence team to achieve all-round outstanding results.
- As a key part of the management team you will be responsible for supporting the leadership and development of your team, providing direction, guidance, leadership, and expertise, demonstrating a passion and enthusiasm for success in-order to realise the Nursery vision of being the leading early years provider.
- You will support your team to deliver outstanding care, outstanding early education, ensuring performance standards are consistently met, where colleagues, families and children rate us outstanding.

What you'll be doing

Helping children

- Promote learning with a difference through the Little Pioneers Way considering the interactions that take place during learning that intertwines our Co-operative values, initiatives, and accreditations, to best support outstanding child development

Helping families

- Ensuring the Nursery brings to life the LP parent and member Experience by applying our full range of LP and Society products and services
- Promote open and honest partnership with families/carers and other external professionals to support children's individual care and learning needs.

Helping colleagues

- Support the Nursery Manager and Deputy Nursery Manager by positively contributing to the success of all aspects of your room, the Nursery, and the Nursery plan
- Provide leadership and a professional perspective on all issues relating to the nursery in the absence of the Deputy Nursery Manager



- Lead and inspire our team to be the best they can be as colleagues and as a team
- Support the Nursery Manager and Deputy Nursery Manager to **Achieve** the nursery targets to be safe, regulatory, and compliant
- support your room to work seamlessly together, providing families with an exceptional experience. Promote partnerships to drive the best outcomes for your children and be there for your families every step of the way
- You'll advocate a culture of continuous improvement via colleague engagement and quality checking of your room
- You'll support your colleagues through coaching, mentoring, and developing them to deliver the LP way to your children and families knowing them how they want to be referred to
- You'll form part of the leadership in Child Protection and Safeguarding ensuring the team swiftly address any child protection concerns and that they are acted upon immediately and appropriately through early identification, following the Children's Act
- Develop your room colleagues through purposeful check ins and ensure continuous professional development is at the centre of your conversations with colleagues aligned to *What Good Looks Like*
- Create a culture where everyone plays as a team, can achieve their full potential, are ambassadors of the Little Pioneers culture and values and thrives on feedback

Helping yourself

- Keep up to date with new thinking, legislation changes and your own professional development
- You'll be big on safety implementing and reviewing all Policies & Procedures ensuring compliance with the Children's Act and Health and Safety legislation.
- Complete your Paediatric First Aid training in line with our Millie's Mark accreditation

Helping Co-op and the wider community

- Demonstrate cooperation by being visible, active, and collaborative in their community by acting on what the community parent and colleague members want at the nursery
- Actively supporting your Regional Community or Keep it local through personal and team involvement
- Keep confidential all nursery and other sensitive information both within and outside of work
- Work within the terms of your contract of employment and adhere to Society policies and procedures

What you need:

Your Co-op Childcare Little Pioneers ensures that people looking after children in our nurseries are suitable to fulfil the requirements of their roles. There are effective systems in place to ensure that colleagues, and any other person who is likely to have regular contact with children are suitable to do so everyday.

- To be a role model for exceptionally high standards, never cutting corners
- Minimum level 3 qualification in Early years, preferably level 4 or above.
- Minimum 2 years Early years' experience.
- Supervisory experience preferable
- Excellent knowledge of the EYFS and Ofsted Early Education inspection Framework.
- Evidence of Right to Work in the UK
- You will require a clear enhanced DBS
- Requirement to join the DBS update service
- Relevant safeguarding/child protection training undertaken and a willingness to update training regularly



Characteristics we're looking for:

- Inspiring
- Passionate about Early years and working with children
- Energetic
- Open and honest, constructive when needed, and being able to challenge
- Excellent listening and communication
- Committed
- Excellent customer service skills
- Solution focused and problem solver