



Nursery Manager

To start as soon as possible.

Introduction

Strathallan School is delighted to invite applications for an experienced and inspirational Nursery Manager to lead our brand-new nursery provision for 3 to 5 year olds. This is a rare and exciting opportunity to shape a nursery from its very beginning, embedding outstanding early years practice within the values, traditions and high standards of one of Scotland's leading independent schools.

The successful candidate will provide strong, visible leadership and will be responsible for establishing a nurturing, stimulating and well-organised environment in which young children can thrive. You will lead and develop a dedicated team, ensure full compliance with all regulatory requirements, and work closely with the wider School community to create a seamless early learning journey. You will be commercially astute and capable of managing the financial performance of a nursery offering 1140hrs council-funded care, and able to maximise take-up of additional wraparound care.

A significant feature of our provision will be a strong outdoor learning ethos. Children will be encouraged to spend as much time outdoors as possible, benefiting from rich, play-based experiences in a natural environment that supports curiosity, confidence and healthy development. The Nursery Manager will play a key role in embedding this approach and ensuring the outdoor environment is safe, purposeful and inspiring.

We are seeking a professionally qualified individual with a proven track record in early years leadership, a clear understanding of high-quality pedagogy, and a genuine passion for delivering exceptional care and education. In return, Strathallan offers the opportunity to play a pivotal role in an exciting new chapter for the School, supported by a collegiate and values-driven community.

This role will suit someone who takes pride in doing things well, values strong foundations, and is motivated by the opportunity to build something enduring and of real significance.



Roles and Responsibilities

- Provide strong, effective leadership and overall management of the nursery, setting a clear vision and high standards from the outset of this new provision.
- Lead the establishment and day-to-day operation of the nursery, ensuring it is safe, welcoming, well organised and compliant with all statutory and regulatory requirements, including Care Inspectorate and SSSC standards.
- Develop, implement and review policies, procedures and practices in line with legislation, best practice and the values of Strathallan School.
- Ensure the delivery of high-quality early learning and childcare, underpinned by a sound understanding of child development, curriculum frameworks and effective pedagogy.
- Recruit, induct, manage and develop nursery staff, fostering a positive, professional and collaborative team culture.
- Oversee staff performance management, supervision and professional development, ensuring appropriate qualifications, registrations and ongoing training are maintained.
- Lead and develop a high-quality outdoor nursery provision, ensuring that outdoor learning is fully embedded within the curriculum and daily practice. Promote regular, meaningful access to outdoor environments in all seasons, supporting children's physical development, resilience, curiosity and wellbeing, and ensuring that outdoor spaces are safe, stimulating and aligned with best practice in early years pedagogy.
- Promote safeguarding and child protection at all times, acting as the lead professional within the nursery and ensuring robust systems and training are in place.
- Build strong, trusting relationships with parents and carers, ensuring clear communication and a high-quality partnership approach.
- Manage nursery occupancy, admissions processes and transitions, working closely with the wider School to support continuity into early primary education where appropriate.
- Take responsibility for the effective financial management of the nursery, including budgets, resources, staffing levels and value for money. Maximising the uptake of wraparound care is seen as an imperative for the financial success of the nursery.
- Ensure the nursery environment, resources and outdoor spaces are safe, of a high standard, supporting learning, wellbeing and health and safety requirements.
- Monitor, evaluate and continuously improve nursery performance through self-evaluation, quality assurance and inspection readiness.
- Work collaboratively with senior leaders across Strathallan School to ensure alignment with the School's ethos, strategy and long-term vision.
- Act as an ambassador for the nursery and the School, upholding professional standards and contributing positively to the reputation of Strathallan.

Person Specification

Qualifications and Professional Registration

Essential

- A relevant Early Years qualification meeting SSSC requirements for Manager/Lead Practitioner (for example, SVQ Social Services (Children and Young People) Level 9, BA Childhood Practice, or equivalent).
- Registration with the Scottish Social Services Council (SSSC), or eligibility and commitment to register prior to commencement.
- A recognised Child Protection and Safeguarding qualification appropriate to a leadership role.
- A valid First Aid qualification relevant to early years settings (or willingness to obtain within an agreed timescale).

Desirable

- A degree or postgraduate qualification in Early Years, Childhood Practice, Education or Leadership/Management.
- Additional training in leadership, management or quality improvement within early years settings.

Experience

Essential

- Significant post-qualification experience working within an early learning and childcare setting in Scotland.
- Proven experience of managing or leading a nursery or early years provision, including responsibility for staff, standards and compliance.
- Demonstrable experience of working with the Care Inspectorate, including inspections, self-evaluation and quality improvement planning.
- Experience of implementing and maintaining robust safeguarding and child protection procedures.
- Experience of delivering high-quality outdoor learning and play, with the ability to utilise outdoor environments as a core part of children's daily learning and development.

Desirable

- Experience of establishing or developing a new nursery or leading service improvement.
- Experience of working within a larger organisation or school-based early years setting.
- Experience of budget management, occupancy planning and resource allocation.

Knowledge and Skills

Essential

- Thorough knowledge of Scottish early years legislation, national guidance and frameworks, including Realising the Ambition, GIRFEC and Health and Social Care Standards.
- Strong understanding of child development, high-quality pedagogy and inclusive practice.
- Sound knowledge of SSSC registration requirements, workforce standards and continuing professional development expectations.
- Ability to lead, motivate and manage staff effectively, including supervision, performance management and professional development.
- Excellent organisational, communication and interpersonal skills.
- Financially literate with commercial ability, able to manage council funding and wraparound care income.
- Ability to develop and maintain positive, professional relationships with parents, carers and external partners.

Desirable

- Knowledge of transitions from early years into primary education.
- Experience of quality assurance, improvement planning and data-informed decision-making.
- Familiarity with digital systems used in early years settings (for example, learning journals or management systems).

Personal Attributes

Essential

- A clear commitment to high standards of care, education and professional practice.
- A warm, nurturing and child-centered approach combined with strong leadership presence.
- High levels of integrity, professionalism and discretion.
- Ability to remain calm, organised and effective in a busy and evolving environment.
- Commitment to equality, diversity and inclusion.

Desirable

- Enthusiasm for innovation while respecting established best practice.
- Alignment with the ethos, values and traditions of an independent school environment.

Terms & Conditions

Remuneration

Up to £46,000–£50,000 per annum, dependent on suitability and experience.

Hours of Work

44 hours per week.

Holidays

30 days per year which includes any public holidays taken, with an additional 5 discretionary days awarded for the Christmas/New Year break.

Pension Scheme

A contributory pension scheme with an employer contribution of 4%.

Benefits

- Free on-site parking.
- Death -in-service cover.
- Free lunch during term-time.
- Staff Discount in Art Café.
- Retail Discounts and Blue Light Card Eligibility.

Other Information

Any offer of employment will be subject to Safer Recruitment checks; suitable clearance through Disclosure Scotland's PVG scheme, the receipt of two satisfactory professional references and proof of the Right to Work in the UK.



STRATHALLAN PREP

Opportunities *for all* to excel

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