



# Nursery Practitioner



LITTLE EXPLORERS

AT STRATHALLAN

Starting August 2026



# Join Our Founding Team - Little Explorers

We are delighted and extremely excited to be recruiting our very first staff team for Little Explorers, Strathallan School's brand-new nursery. This is a rare and rewarding opportunity to be part of something special from the outset.

We are seeking up to four highly motivated Early Years professionals (Nursery Practitioners and a Play Assistant) who are ready to embrace both the challenge and the joy of establishing a new nursery from scratch, working alongside our inspiring newly appointed Nursery Manager.

Opening within the outstanding grounds of Strathallan School, Little Explorers will provide high quality early learning and care for children aged 3 to 5 years. As a member of the founding team, you will play a pivotal role in shaping the ethos and daily life of the nursery, helping to embed exceptional early years practice within the values, traditions and high standards of one of Scotland's leading independent schools.

This is a fantastic opportunity for individuals who are enthusiastic, creative and passionate about early years education, and who are excited by the prospect of helping to create a setting where children and staff can flourish together.

You will help create a warm, nurturing and stimulating environment, working closely with colleagues to plan and deliver rich, play based learning experiences that support every child's learning and development.

A defining feature of Little Explorers will be its strong outdoor learning ethos. Children will be encouraged to spend significant time outdoors, enjoying purposeful, nature rich experiences that foster curiosity, confidence and wellbeing. Our team will be central to developing engaging, safe and inspiring indoor and outdoor spaces that invite exploration and discovery every day.

In return, Strathallan School offers the chance to be part of an exciting new chapter within a supportive and values driven community. This role will particularly suit professionals who take pride in their practice, thrive in a collaborative environment, and are energised by the opportunity to help shape a nursery's vision.



# Key Duties and Responsibilities

- ◇ Provide high-quality, child-centred care for the nursery children, ensuring their active participation in rich, play-based learning experiences both indoors and outdoors.
- ◇ Create a warm, inclusive and welcoming environment for children, parents, colleagues and visitors.
- ◇ Support and promote the nursery's strong commitment to outdoor learning, enabling children to spend extended periods learning through play in natural, stimulating outdoor environments.
- ◇ Ensure all practice aligns with Strathallan Nursery policies and procedures, including safeguarding, health and safety and Care Inspectorate requirements, supporting the safety, wellbeing and protection of children at all times. This includes the accurate recording and reporting of incidents and accidents, participation in fire drills and emergency procedures, and ensuring the safe collection and handover of children in line with service policies.
- ◇ Promote positive behaviour strategies and support children's emotional regulation and social development.
- ◇ Support daily routines throughout the day, including arrivals and departures, smooth transitions between activities, toileting support and hygiene routines, and mealtimes and snack times, ensuring children feel safe, supported and well cared for.
- ◇ Contribute to wraparound care and holiday club provision as part of the wider service, supporting planning and delivery of age-appropriate activities
- ◇ Work collaboratively with parents, colleagues and external professionals to support each child's learning, wellbeing and development.
- ◇ Share regular, meaningful feedback with parents regarding their child's progress, learning experiences and next steps.
- ◇ Record, share and contribute to observations and assessments of children's learning and development, supporting next steps.
- ◇ Plan, deliver and evaluate engaging learning experiences aligned with the Early Level of the Curriculum for Excellence, with a strong focus on play, curiosity and individual developmental needs.
- ◇ Contribute positively to the development and ongoing enhancement of the nursery's outdoor learning provision, including forest-based and nature-rich experiences.
- ◇ Participate actively in self-evaluation, reflection and review processes to support continuous improvement within the nursery.
- ◇ Prepare and maintain learning resources and materials, ensuring they are used appropriately to support effective indoor and outdoor learning experiences.

- ◇ Engage in CPD activities, maintaining and enhancing professional knowledge and practice.
- ◇ Support the delivery of special nursery events, seasonal activities and wider School initiatives.
- ◇ Represent the nursery positively at meetings, events or training opportunities as delegated by the Nursery Manager.

# Who are we looking for?

## Qualifications

### **Essential**

- ◇ You will be required to register with the Scottish Social Services Council (SSSC) for Day Care of Children within 3 months of commencing employment and responsible for maintaining annual membership.

You will hold a childcare qualification with one of the following:

- ◇ SVQ Level 3 in Social Services (Children & Young People).
- ◇ HNC Childhood Practice.
- ◇ HNC Childcare Early Education and Childcare.
- ◇ SVQ Level 3 Care Learning & Development.

### **Desirable**

- ◇ Outdoor Learning training FOLA, Forest Kindergarten or FSA equivalent.

## Experience

### **Essential**

- ◇ Experience of working with children within the age range 3 to 5 years
- ◇ Experience of planning, delivering, recording and evaluating engaging, play-based learning experiences for young children in line with the Curriculum for Excellence (Early Level)
- ◇ Experience of planning and delivering purposeful outdoor learning experiences that support children's curiosity, confidence and development
- ◇ Experience of implementing risk assessments and risk positive procedures in the early years outdoor setting

### **Desirable**

- ◇ Experience of working in a nursery with a strong outdoor learning focus

# Our successful candidate will demonstrate...

## **Knowledge and Skills**

- ◇ A strong working knowledge of the Early Level of the Curriculum for Excellence, or equivalent early years framework
- ◇ A sound understanding of outdoor learning, including its ethos and principles, and how it can be used effectively to support children's learning, wellbeing and development
- ◇ Confidence and effectiveness in planning, observing and assessing learning within an early years setting
- ◇ Excellent communication skills, with the ability to engage positively with children, parents and colleagues
- ◇ The ability to represent the nursery and Strathallan School in a professional and positive manner, building strong relationships with parents, childcare professionals and members of the wider community
- ◇ The ability to work effectively as part of a team, contributing positively to collaborative practice and shared goals
- ◇ A clear understanding of how the Early Level of the Curriculum for Excellence supports children's progress and achievement across learning outcomes
- ◇ Confidence in using nursery management systems and basic computer applications to support effective practice

## **Personal Values and Attributes**

- ◇ An adaptable and enthusiastic approach, with the ability to work effectively both independently and under appropriate supervision.
- ◇ A genuine passion for using the outdoors to support children's holistic development, with enthusiasm for being outdoors as part of daily practice
- ◇ A positive sense of fun and adventure, alongside the resilience, stamina and willingness to work outdoors in all weather conditions
- ◇ A strong commitment to understanding, respecting and working with children in a caring, supportive and child-centred way
- ◇ High levels of self-motivation, energy and resilience, with the ability to remain positive and engaged in a busy early years environment
- ◇ A respectful and inclusive approach, demonstrating an awareness of diversity and sensitivity to different cultures, backgrounds and values
- ◇ Flexibility and willingness to adapt to the evolving needs of the nursery and wider School community
- ◇ An awareness of the processes and expectations involved in inspections of early years and outdoor learning settings

# Terms of Appointment

## Start Date

- ◇ We would like the nursery team to start on Monday 10th August.

## Remuneration

- ◇ The salary range for this post is £35,193 - £37,689 per annum FTE.

## Hours of work

- ◇ The full-time hours are 40 per week, although part-time working may be considered for the right candidate.

## 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.
- ◇ Discounts in 100's of retailers.
- ◇ Cycle to Work Scheme.
- ◇ Blue-light card eligibility.
- ◇ Staff Discount in Art Café.
- ◇ Wellbeing Support.
- ◇ Occupational sick pay.
- ◇ Competitive annual leave.

## Applicant 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.
- ◇ If you think you have what it takes to help shape our new nursery, please submit your application online by Sunday 31st May 2026
- ◇ Interviews will be held shortly after the closing date.
- ◇ If you have any questions or wish to have an informal conversation about this role, please contact [hr@strathallan.co.uk](mailto:hr@strathallan.co.uk)



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