Job Information

Nursery Manager

The Little Learners Montessori Cricklewood

Job Type: Full-time, Permanent, Monday–Friday, 40 hours

Salary: £40,000–£45,000 per year

Work Location: Cricklewood, London

Why The Little Learners?

First established in 1993, The Little Learners is a family-run group of Montessori nurseries with a dedicated team of highly trained Montessori educators and qualified early years professionals.

We are committed to creating a nurturing environment where children receive the highest standards of care and education, while our team feel supported, valued and able to develop professionally.

Through our sister training company, Montessori Apprentice Academy, we invest in leadership development, professional qualifications and industry-leading training. You will also receive ongoing support from our Directors, Area Manager, HR team and wider nursery leadership team.

What we're looking for

We are looking for an inspirational, ambitious and experienced Nursery Manager to lead our Cricklewood nursery.

This is an exciting opportunity for a confident early years leader who can inspire a team, maintain excellent standards and create a positive culture where children and staff can thrive.

You will be responsible for the overall leadership, safeguarding, quality, operations and performance of the nursery. Working closely with the wider leadership team, you will support continuous improvement while building strong and trusted relationships with children, families and colleagues.

Main Duties

- Lead, inspire and support the nursery team to provide exceptional standards of care and education.
- Create a positive, inclusive and accountable culture where staff feel supported and valued.
- Coach and develop team members through regular supervisions, appraisals, observations and professional development.
- Oversee staff recruitment, induction, probation, attendance, performance and retention in partnership with HR.
- Act as the Designated Safeguarding Lead, or Deputy where appropriate, and promote a strong safeguarding culture throughout the nursery.

- Ensure the nursery complies with the EYFS Statutory Framework, Ofsted requirements, health and safety legislation and company policies.
- Lead the delivery of an ambitious curriculum that reflects both the EYFS and Montessori philosophy.
- Monitor the quality of teaching, learning and interactions, supporting room leaders to continually improve practice.
- Ensure every child's development is supported through meaningful assessment, planning and inclusive practice.
- Build positive relationships with families and ensure concerns or complaints are handled promptly and compassionately.
- Oversee the safe and effective day-to-day running of the nursery, including staffing, deployment, ratios, resources and administration.
- Take ownership of nursery occupancy, retention and agreed performance targets, implementing action plans where improvement is needed.
- Work collaboratively with the Directors, Area Manager, HR, finance team and wider leadership team.
- Support nursery tours, admissions, parent engagement and local marketing activities.
- Report regularly on nursery performance, quality, risks and opportunities.

This job description is not an exhaustive list of duties, and the post holder may be required to undertake other reasonable responsibilities appropriate to the role.

What we can offer you

Access to the following professional development opportunities through our training academy:

- Level 5 Diploma for the Early Years Practitioner
- Leadership and Management Programme
- Montessori Diploma
- Montessori Apparatus Workshops
- Industry-leading CPD courses
- Regular leadership workshops
- Annual Professional Development Day

Additional Perks

- 28 days' annual leave, including bank holidays
- Your birthday off each year
- KPI-related bonus of up to £900 per year
- Annual salary and performance review
- Clear and supportive onboarding programme
- Regular leadership supervision and support
- Free enhanced DBS and uniform
- Company pension
- Employee mentoring programme

- Team social events throughout the year
- Annual Christmas and summer celebrations
- On-site parking
- Excellent transport links

What you'll need

Essential

- A full and relevant Level 3 Early Years qualification.
- Significant experience in an early years leadership role.
- Strong knowledge of the EYFS Statutory Framework and safeguarding responsibilities.
- Excellent leadership, communication and organisational skills.
- Experience leading, developing and motivating a nursery team.
- Confidence managing performance and holding challenging conversations.
- The ability to build positive relationships with children, families and colleagues.
- A genuine commitment to achieving exceptional outcomes for children.

Desirable

- A Montessori qualification or willingness to complete one.
- A Level 5 qualification in Leadership or Early Years.
- Experience leading an Ofsted inspection.
- Experience improving nursery quality, occupancy or operational performance.

Safeguarding

Safeguarding the children in our care is our highest priority. The successful candidate will be required to complete an enhanced DBS check and provide satisfactory references as part of our safer recruitment process.

This is an exciting opportunity to lead an established nursery, develop a passionate team and make a meaningful difference to the experiences of children and families.

Take the next step in your early years leadership career and apply to join The Little Learners team.