

Job Information



Nursery Manager

The Little Learners Montessori Watford

Salary: Salary is from £50,000 to £60,000

School Type: Day Nursery- Pre School

Work Location: Watford

Join Our Award Winning Family-Run Montessori Nursery!

We're looking for a **passionate & experienced Nursery Manager** to lead our team in **Watford**. If you're ready to make a real impact in early years education, we want to hear from you!

What We Offer:

- ✓ **£50,000 - £60,000** salary + **KPI bonus** (up to £900/year)
- ✓ **A supportive & friendly team**
- ✓ **33 days annual leave + your birthday off**
- ✓ Ongoing **training & career growth** through our sister training company

About the Role:

Lead a team of dedicated educators, maintain **high-quality care & education**, and create a warm, stimulating learning space for children **aged 6 months–5 years**.

Summary of Roles & Responsibilities:

Daily Operations: Oversee daily nursery activities, including opening and closing procedures.

Activity Planning: Plan and implement age-appropriate activities (6 months–5 years) in line with EYFS and Montessori principles.

Staffing & Ratios: Work with management to maintain appropriate staff-to-child ratios; manage staff schedules.

Compliance: Ensure all policies, procedures, and EYFS requirements are met consistently.

Parent Communication: Maintain the FAMILY app, organise parent meetings, training sessions, and write newsletters.

Performance Monitoring: Track session lists, liaise with finance, and work toward achieving KPIs.

Special Needs Support: Identify and support children with SEN, working with the SENCO and external agencies as needed.

Environment & Materials: Conduct equipment stock checks, update displays, and ensure Montessori materials are used effectively.

Team Engagement: Ensure staff actively engage with children and maintain a safe, stimulating environment.

Reporting: Communicate concerns or complaints to directors promptly.

Why The Little Learners?

First established in 1993, The Little Learners is a family run business with a dedicated team of highly trained Montessori staff and qualified childcare specialists. As a family business, we strive to create a nurturing environment for our staff to grow and excel. We invest the time and effort to support all our staff to continue their professional development through our excellent, newly refurbished training company, Montessori Apprentice Academy.

Additional Perks:

- Paid Birthday Day off each year
- KPI Bonus of £300 per term (£900 Annual)
- Termly team bonding events, as well as our annual Christmas & Summer party.
- Clear onboarding program with termly supervisions.
- Professional Development Opportunities
- Free Uniform and DBS
- Performance and salary review in April each year

The successful person should have confidence in their ideas, work well within the team and is eager to learn more about our ways of working to further improve the practice. We'll also be assessing to see how you interact and engage with both our team and leading a group of children.

The safeguarding of all our children is our highest priority and therefore a clear and valid DBS, as well as two references will be required from all successful candidates.