



Job Description

Position Title: Early Years Educator

Reports to: Early Years Team Manager

1. Job Purpose

To deliver a high-quality early years education, care and play experiences. You will lead learning experiences, build strong relationships with children and families, and contribute to a safe, inclusive, and inspiring environment, bringing professional knowledge, creativity and initiative to your practice and taking responsibility for a specific area of learning or specialism within the nursery.

2. Main Responsibilities

- Support the development and delivery of a high-quality curriculum across the nursery. Monitor planning, implementation, and learning outcomes to ensure alignment with the EYFS framework and the nursery's pedagogical vision.
- Work collaboratively with the Early Years Teacher to evaluate curriculum impact and contribute to continuous improvement.
- Plan, deliver, and evaluate engaging learning experiences that meet the needs of all children.
- Lead small group activities and model high-quality interactions that promote communication, curiosity, and independence.
- Build strong, respectful relationships with children and families, offering guidance, feedback, and support.
- Observe, assess, and document children's development, using this to inform planning and next steps.
- Champion inclusive practice and adapt learning environments to meet the needs of all children.
- Take responsibility for a specific area of learning or specialism (e.g. communication, outdoor learning, SEND) and share expertise with the team.
- Maintain a safe, clean, and stimulating environment that promotes wellbeing and learning.
- Apply safeguarding and child protection procedures confidently and appropriately.
- Contribute to team planning, reflective practice, and continuous improvement.
- Mentor and support Foundation Practitioners and students as appropriate.
- Use your professional judgement to shape learning experiences, contribute ideas, and influence positive change in the nursery.
- Engage in professional development and reflective practice to enhance your skills and knowledge.
- Carry out other responsibilities appropriate to the role as required.



Imago Values in Action

Kind

Lead with emotional intelligence and compassion. Kindness is a professional standard visible in your interactions, mentoring, and the emotionally safe environments you help create. You foster respectful relationships and support others in building trust and empathy across the nursery.

Caring

Take thoughtful, proactive steps to support children, colleagues, and the nursery environment. Lead with attentiveness and purpose, ensuring care is embedded in pedagogy and culture. You respond to individual needs and promote a nurturing, inclusive ethos.

Ethical

Uphold integrity and professionalism in all aspects of your role. Make principled decisions that protect children's rights, dignity, and safety, and guide others with fairness and clarity.

Sustainable

Champion sustainability in learning, operations, and team culture. Lead future-focused practices that help children understand their role in caring for the world. You embed environmental responsibility and resilience into curriculum and provision.

Accountable

Take ownership of your decisions, actions, and impact. Lead with integrity, set clear expectations, and mentor others in professional responsibility. You foster a culture of transparency, reliability, and reflective practice.

Ambitious

Set bold goals and pursue excellence. Inspire innovation and high expectations, helping the nursery grow through forward-thinking ideas and collaborative leadership. You challenge yourself and others to achieve the highest standards.

I confirm that I have read and agreed this job description which explains the main duties of my role.

Signed: _____

Print name: _____

Date: _____



Person Specification: Early Years Educator

Criteria	Essential	Desirable	Assessment Method
Experience & Training	Experience working with children aged 0–5 years in an early years setting	Experience leading a specific area of practice (e.g. SEND, communication, outdoor learning)	Application, Interview
Qualifications	Level 3 qualification in Early Years or equivalent	Additional training or certification in a specialist area	Application
Skills & Abilities	Strong communication, planning, and organisational skills	Ability to coach and mentor less experienced colleagues	Application, Interview
Knowledge	Sound understanding of child development and the EYFS framework	Knowledge of current best practices and research in early years education	Application, Interview
Personal Qualities	Kind, caring, ethical, and accountable in practice; takes ownership of responsibilities and training	Demonstrates ambition and empowerment by leading initiatives and contributing ideas	Interview
Imago Values	Actively demonstrates all Imago values in daily practice with increased autonomy and leadership	Supports others in embedding Imago values across the nursery	Interview