



Job Description

Position Title: Early Years Teacher – Strategic Lead for Curriculum & Pedagogy

Reports to: Head of Nursery

Responsible for: Educational Programme, Curriculum Quality, Pedagogical Development, Safeguarding Leadership.

1. Job Purpose

To be a strategic leader within the nursery, responsible for shaping and delivering an ambitious, high-quality curriculum that reflects our vision, values, and commitment to children's rights. You lead pedagogical excellence across the setting, ensuring that teaching and learning are consistently outstanding and aligned with the EYFS and Ofsted frameworks. You act as an advocate for children's rights and the nursery's ethos, influencing practice, mentoring colleagues, and driving continuous improvement through innovation, reflection, and collaboration. You lead curriculum design and quality assurance processes, ensuring that educational provision meets and exceeds national standards. You contribute to Ofsted readiness by embedding a culture of excellence, evidence-informed practice, and rigorous self-evaluation.

2. Main Responsibilities

- Lead the design, implementation, and evaluation of a curriculum that secures progression, depth, and breadth across all areas of learning.
- Ensure curriculum intent, implementation, and impact are clearly articulated and evidenced in line with Ofsted expectations.
- Act as a pedagogical lead, modelling outstanding teaching and learning and mentoring team members to develop their expertise.
- Monitor and evaluate the quality of teaching, learning, and assessment, using data to inform strategic decisions and improve outcomes.
- Champion children's rights, ensuring that every child's voice is heard and respected in planning, provision, and practice.
- Collaborate with families, professionals, and stakeholders to promote inclusive, child-centered learning experiences.
- Lead safeguarding practice and compliance, ensuring robust implementation of child protection policies and procedures.
- Analyse cohort data, benchmark outcomes against national standards, and use this insight to shape provision and raise achievement across the nursery.
- Contribute to whole-setting improvement planning, audits, and action plans, aligning with the nursery's vision and strategic goals.



- Stay up to date with academic research and developments in early years pedagogy, applying evidence-informed approaches to practice.
- Stay current with academic research and pedagogy, leading research projects, and promoting rich cultural capital through partnerships with families, team members, and university networks.
- Lead and contribute to research projects that enhance curriculum quality and pedagogical innovation.
- Promote rich, diverse cultural capital within the setting where children experience awe and wonder, harnessing the expertise of parents, team members, and university networks.
- Collect and analyse cohort data, benchmarking outcomes against national standards to inform planning and raise achievement.
- Carry out other responsibilities appropriate to the role as required.

3. 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. You model ethical leadership and ensure that values are lived across the nursery.

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.

Empowered

Use your expertise to lead change, shape learning experiences, and support others to do the same. Through coaching, collaboration, and shared leadership, you create a culture where everyone feels confident to contribute, take initiative, and grow.

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 Teacher

Criteria	Essential	Desirable	Assessment Method
Experience & Training	Substantial experience in a leadership position within an early years setting. Proven track record of leading curriculum development and pedagogical improvement. Experience of mentoring and coaching team members.	Experience of Ofsted inspection and quality assurance processes. Experience of leading change and innovation in early years settings.	Application, Interview
Pedagogical Expertise	Deep understanding of early years pedagogy, including phonics, early mathematics, and inclusive practice. Ability to model and disseminate best practice.	Experience of embedding research-informed practice and leading pedagogical projects.	Application, Interview
Leadership & Team Development	Proven ability to lead, develop, and inspire a team. Experience of identifying and addressing training needs and monitoring the impact of professional development.	Experience of designing and delivering CPD programmes.	Application, Interview
Monitoring & Evaluation	Strong skills in assessment, data analysis, and impact evaluation. Ability to use data to inform planning and strategic decisions.	Experience of using cohort tracking and reflective tools to drive improvement.	Application, Interview
Safeguarding & Compliance	Designated Safeguarding Lead experience. Comprehensive knowledge of EYFS statutory requirements, health and safety, and welfare standards.	Safeguarding Level 3 or equivalent.	Application, Interview
Skills & Abilities	Excellent communication, organisation, and decision-making skills. Ability to lead confidently and collaboratively.	Ability to deliver training and facilitate reflective supervision.	Application, Interview
Qualifications	Early Years Teacher Status or equivalent. GCSE English and Maths (Grades A–C).	Degree in Early Childhood Studies or relevant field. Paediatric First Aid, Food Hygiene, Safeguarding Competency Level 2.	Application



Personal Qualities	A kind, caring, and ethical professional who models the Imago values. Ambitious and empowered to lead change and inspire excellence.	Demonstrates strategic thinking and a commitment to sustainable practice.	Interview
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