

Operations Manager

An exciting opportunity to join a rapidly expanding children's nursery franchise, where you would be responsible for leading, developing, and supporting nursery teams to provide high-quality childcare and education. Hands-on involvement in ensuring the delivery of exceptional childcare and learning experiences for children.

Are you passionate about raising standards of childcare?

Do you want to be part of a dynamic team who are aiming to disrupt the landscape of modern childcare?

Are you ready for an exciting new challenge?

Average candidates need not apply

Key Details:

- **Location:** Regional role based in West London, with weekly visits to Warwickshire Head Office and full mobility across London and South East Required
- **Reports to:** Operations Director.
- **Employment:** Full-time/Permanent.
- **Salary Range:** 45K – 50K – dependant on experience

Role Purpose:

Oversee the operations of multiple nurseries, ensuring childcare excellence, regulatory compliance, and business performance. Key responsibilities include leadership, strategic planning, and operational management, driving both quality and profitability.

Core Responsibilities:

- **Strategic Leadership:**
 - Guide nursery teams to align with Canopy Nursery vision and goals.
 - Promote excellence in customer satisfaction, staff engagement, and growth.
- **Operational Management:**
 - Support Nursery Managers in operations.
 - Monitor occupancy, staffing, and budgets.
 - Ensure safety and regulatory compliance.
- **Quality Assurance:**

- Passionate ambassador of the Canopy Code and Early Years Foundation Stage curriculum
- Conduct impactful site visits, drive standards, and support SEND inclusion.
- **Team Development:**
 - Mentor management teams.
 - Plan training and lead recruitment efforts alongside Training and Compliance Manager.
- **Stakeholder Engagement:**
 - Build positive relationships with parents, staff, and communities.
 - Use feedback to drive continuous improvement.

Qualifications and Skills:

Essential:

- Can do attitude with strong leadership, organizational, and problem-solving skills
- Experience in senior childcare roles and managing multi-site operations within the childcare or early years sector
- Knowledge of childcare legislation and regulatory frameworks (e.g., Ofsted).
- Relevant childcare qualifications (Level 5/6 or equivalent).
- Proven track record of delivering outstanding Ofsted inspections
- Familiarity with HR processes, including recruitment and performance management
- Full clean driving licence
- Full Enhanced DBS check

Desirable:

- Current certification in paediatric first aid and knowledge of safeguarding practices
- Ability to handle emergencies and manage crises in a calm and efficient manner.
- A genuine passion for early childhood education and a commitment to providing the best possible learning environment for young children.
- Ability to work effectively with children and adults by understanding emotions, managing relationships, and showing empathy.
- Knowledge of using nursery management systems
- Ability to identify challenges early and develop creative solutions to address operational or educational issues.
- Flexibility to adjust plans and processes in response to new challenges, regulations, or feedback

Performance Goals:

- Achieve growth in occupancy and revenue.
- Maintain exceptional regulatory and inspection ratings.
- Enhance staff retention and parent satisfaction.

The role welcomes candidates who are passionate about early years education and thrive in a fast-paced, inclusive environment and welcome people from all ages and backgrounds to apply. We will consider reasonable adjustments required by applicants. Please note, due to our sector all roles are subject to an Enhanced DBS.