

## **DIRECTOR OF QUALITY, PRACTICE & LEARNING (part-time)**

Are you passionate about nurture, high-quality childcare and making a real difference to children and families in Scotland? Do you want to be part of SCMA – a thriving membership organisation, advocating on behalf of childminders and delivering services across Scotland?

The Scottish Childminding Association (SCMA) is the national voice of childminding in Scotland and a national Third Sector and membership organisation that promotes childminding as a quality childcare service. Working on behalf of its 2,500 childminder members, SCMA helps to improve the wellbeing and outcomes for Scotland's children and aims to influence policy to ensure that it is informed by the experiences of childminding. SCMA provides a wide range of support and services for members including continuing professional learning (CPL) and practice support. In parallel we deliver a range of contracted services for local authorities to support childminders and vulnerable families. In recent years SCMA has also become a national delivery partner, delivering a series of projects for the Scottish Government. For more information visit [www.childminding.org](http://www.childminding.org)

We are recruiting an experienced, innovative, collaborative and solutions-focused Director of Quality, Practice & Learning. The successful postholder will work as part of our Leadership Team contributing to SCMA's overall policy development, strategic planning, budget preparation and control, and lead on quality, learning and practice development. This new re-focused position presents an exciting opportunity to play a key role in delivering our strategy, future ambitions and in shaping and influencing the development and delivery of childminding practice in Scotland.

The successful applicant will consolidate, oversee and develop our quality function and activities (provided to our membership through our services and to the wider childminding workforce through the Programme for Scotland's Childminding Future) and contribute to the development and implementation of our CPL strategy, linked to the delivery of our wider organisational strategy.

We are looking for someone who has significant experience and understanding of quality improvement, practice development and professional learning within an early learning/childcare environment; a demonstrable track record in innovation and establishing partnerships (including securing funding); experience of working in partnership with local authorities; and has the drive and enthusiasm to work with us on the next stage of our strategic journey.

**Part-time (up to 22 hrs per week) £58,117 – 62,252 pro rata, with potential progression on to £63,728 – 68,394 pro rata.**

This is a permanent position. However, as a significant level of our current funding is only confirmed to 31 March 2027 due to the Scottish Parliamentary elections in May 2026, this role could also present a possible interim / secondment / acting-up opportunity. It is also possible that increased hours for this post could be offered in future. The post is home/head office based, days to be agreed, with regular attendance at our Head Office in Stirling. Equipment will be provided. Some travel may be required.

**If you would like to be part of our team, please download further details and application form [here](#).**

Closing date for receipt of completed applications for the post is **12.00pm on Wednesday 17 June**. Interviews will be held on 29 June 2026. Please note that only applications submitted on the correct form will be considered.

**SCMA is working towards becoming an equal opportunities employer**

