

SCOTTISH CHILDMINDING ASSOCIATION
is pleased to invite applications for the post of

WORKFORCE MANAGER (RETENTION)
Shaping Scotland's Childminding Future

Are you passionate about 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. SCMA is a national Third Sector and membership organisation that promotes childminding as a quality childcare service. Working on behalf of its 2,600 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 professional services for members including training and events as well as delivering local services. For more information visit childminding.org

We are recruiting a Workforce Manager (Retention) to manage the development and delivery of childminder retention pilot models in our exciting new Workforce Programme, Shaping Scotland's Childminding Future, aimed at retaining and growing the number of childminders across Scotland.

The successful applicant will be responsible for leading and managing a retention models team as well as working collaboratively with the wider SCMA team to deliver our innovative work which focuses on providing Mentoring, Funded Time Off the Floor and Quality & Learning support for childminders. You will work in close partnership with designated local authorities and wider stakeholders.

We require a skilled communicator with the ability to manage and motivate your team, demonstrating enthusiasm, self-motivation, and focus. You should have a robust understanding of childminding services, current challenges for the childminding workforce and solution focused approaches, including the ability to test and innovate.

Excellent planning, organisational and inter-personal skills are required and working as part of a team is essential. You should have highly developed written and oral communication skills.

Full-time 36 hrs per week, salary £40,922 - £44,143

Initial funding is until March 2025, however this is part of a 3-year proposal with funding confirmation received on an annual basis. The post is home/office based, requiring travel and attendance at meetings across the central belt and occasionally wider (including regular attendance at Head Office in Stirling).

Equipment and broadband/IT connections will be provided.

For further information and to download an application form:

Visit our website <https://www.childminding.org/about-us/vacancies-with-SCMA>

Closing date for receipt of completed applications is Tuesday 12th March 2024, 12.00pm. Interviews will be held on Wednesday 20th March.

Please note that only applications submitted on the correct form will be considered.

SCMA is working towards becoming an equal opportunity employer.

