HAPPYCREW
CHILDCARE LTD

Full Time or Part Time

Level 3 Early Years Educator

£13 - £15 per hour

Depending on experience



Job pack

Join our Happycrew Family

HAPPYCREW
CHILDCARE LTD

Do you want to work in a nursery environment that is truly different? A place where excellence is not a destination but a journey, where we challenge ourselves every day to ask, "How can we be even better for our children?" At Happycrew, we are committed to continuous learning, reflection and improvement, always striving to provide the highest quality experiences for children, families and our team.

At Happycrew, we have created a warm, nurturing and inclusive environment that feels like a home away from home. We believe children thrive when they feel safe, heard, unique, valued and cherished, and we are passionate about creating meaningful experiences that enable every child to flourish.

Our unique environment enables us to take a holistic approach and turn every moment into a learning opportunity. We believe children learn best through exploration, adventure and hands-on experiences in any environment whether that be indoors and outdoors. With daily access to our forest school area, allotment, wild garden, surrounding fields, natural resources and home-like environments children develop confidence, resilience, independence and a sense of wonder about the world around them.

We are looking for dedicated Early Years Educators who share our passion for excellence and understand the importance of building meaningful relationships with children. We value professionals who are reflective, enthusiastic and committed to continual growth, recognising that even the smallest improvements can have a lasting impact on a child's life.

If you are passionate about making a difference and want to be part of a supportive team that celebrates individuality, values every voice, and is committed to becoming the very best it can be, we would love to hear from you.

Our Happycrew Values

HAPPYCREW
CHILDCARE LTD

CARE
We genuinely care about our children, our families and each other.

CURIOSITY
We encourage children - and ourselves - to ask questions and explore.

COURAGE
We embrace challenge and aren't afraid to try something new.

TEAMWORK
Happycrew Childcare works when we work together.

ADVENTURE
We believe learning should be exciting, meaningful and memorable.

EXCELLENCE
We should always ask:
"Can we make this even better?"

The foundation will always be the same:
Children first.
Exceptional experiences.
Outstanding people.

Our biggest belief...

Children don't need us to make their world smaller, they need us to give them the confidence to explore it.

Job title:
Early Years Educator

Reports to:
Deputy Nursery Manager

Salary:
£13 - £15 per hour (depending on experience)

Location:
Happycrew Childcare Ltd, High Oaks, St Albans, AL3 6EL

Purpose of the Role

To provide outstanding care for children, creating a safe, nurturing and engaging environment where they can learn, develop and thrive. As a Key Person, the Early Years Educator is responsible for a group of key children, building strong relationships with them and their families, supporting their individual development, and ensuring they feel secure, valued and supported throughout their journey at Happycrew Childcare Ltd.

To be a positive, enthusiastic and caring role model who goes above and beyond for children every day. The Early Years Educator embraces imaginative play, sings songs, tells stories and brings learning to life through fun and meaningful experiences. With a can-do attitude and a commitment to continuous improvement, they provide a consistent and trusted presence in each child's life, creating days filled with curiosity, adventure and joy while ensuring every child feels safe, heard, unique, valued and cherished.

The Early Years Educator will support Happycrew Childcare Ltd’s vision, embody our values, and commit to delivering high-quality childcare and education.

Main roles and responsibilities

- Providing outstanding care and learning experiences for children
- Following EYFS, safeguarding and nursery policies at all times
- Supporting daily routines including play, meals, sleep and activities
- Creating a calm, engaging and nurturing environment
- Building positive relationships with children, families and colleagues
- Sharing children's learning and development with parents via the 'Famly' app
- Working as part of a close, supportive team across the nursery






Person specification

Essential

Essential Qualifications & knowledge

- Full and relevant Level 3 Early Years qualification.
- Right to work in the UK.
- Enhanced DBS check (or willingness to obtain one).
- Understanding of the Early Years Foundation Stage (EYFS).
- Knowledge of safeguarding and child protection.
- Understanding of child development.
- Knowledge of health and safety requirements within an early years environment.

Essential Skills

- Excellent communication skills.
- Strong teamwork abilities.
- Good organisational skills.
- Ability to build positive relationships with children and families.
- Ability to observe and assess children's development.
- Ability to maintain accurate records.

Essential Personal Qualities

- Caring and nurturing.
- Passionate about early years education.
- Reliable and trustworthy.
- Positive and enthusiastic.
- Patient and understanding.
- Flexible and adaptable.
- Professional at all times.



Desirable

- Paediatric First Aid qualification.
- Experience working within a nursery setting.
- Experience using online learning journals.
- Forest School or outdoor learning experience.
- Additional SEND knowledge or training.

How to apply

Email info@happycrewchildcare.co.uk with your:

- **CV**
- **A covering letter**
- **Outline your current notice period if applicable**

Equal Opportunities Statement

Happycrew Childcare is an equal opportunities employer. We welcome applications from individuals of all backgrounds and are committed to creating a diverse, inclusive, and supportive workplace where everyone feels respected and valued.

Conditions of Employment

This job description is not exhaustive and may be amended to meet the changing needs of the nursery.
Employees are expected to:

- Follow all nursery policies and procedures.
- Comply with safeguarding requirements.
- Maintain confidentiality.
- Adhere to health and safety regulations.
- Participate in supervision, appraisals, and professional development activities.

Safeguarding Statement

Happycrew Childcare is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.
All appointments are subject to:

- Enhanced DBS clearance.
- Verification of qualifications.
- Satisfactory references.
- Right to work checks.
- A full safer recruitment process.

Selection process

1st Stage: Telephone interview
A quick chat on the phone to discuss your suitability and interest in the role.

2nd Stage: Full in person interview
Interview with our Director or Happiness and our Senior Deputy Manger.

3rd Stage: Paid 2 day trial
You will spend two days working within our setting alongside our team, providing a real insight into our values, culture and high standards. This gives you the opportunity to see first-hand our commitment to continuous improvement, excellence and creating exceptional experiences for children every day.

These stages have been created to help Happycrew Childcare Ltd and you determine if we are the right fit for each other.