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Together, it has been our privilege to serve Early Years Scotland as Chief Executive and Depute Chief Executive respectively. As I, Jean, transition into semi-retirement and Jane now begins her journey as the new Chief Executive of Early Years Scotland, we couldn’t be more proud of what we have achieved together and equally excited about the future.

Thank you for your interest in the opportunity to join the leadership team of our national organisation as our new Depute Chief Executive.

We believe there has never been a more exciting time to join our organisation with the Scottish Government’s unprecedented investment in early learning and childcare (ELC) through the near doubling of the funded entitlement from 600 to 1140 hours per year. International research and evidence from the Scottish Government’s Growing Up in Scotland Study shows that all children, but especially those from more disadvantaged backgrounds, can benefit from attending ELC. However, that evidence also tells us that if our ELC offer is to help give children the best start in life and contribute to closing the poverty-related attainment gap, it must be of the highest quality.

Although Early Years Scotland has made massive progress towards our vision, with the current unprecedented expansion across the sector, there are many exciting challenges to achieve.

Across all four strands of Early Years Scotland’s portfolio of activity, the various challenges, which are at local and national level, all centre on investing in children to have the best possible start in life.

We have been supported by a wonderful Board of Directors and a highly qualified, dedicated staff team, and we know you will be inspired and supported by EYS colleagues to ensure that this unique organisation continues to make a positive difference for children and families.

We hope you find that the accompanying information pack provides all the information you require, and we look forward to hearing from you.

Jane Brumpton (Chief Executive, from March 2020)
Jean Carwood-Edwards (Chief Executive, retiring February 2020)
Depute Chief Executive
Glasgow – frequent travel across Scotland
Salary: Circa £50,000

Early Years Scotland is a leading-edge organisation committed to providing the very best start in life for each and every child in Scotland. As the national organisation dedicated to investing in our youngest children pre-birth to 5, we deliver, support and advocate high-quality Early Learning and Childcare for children and families across Scotland.

Scotland enjoys a policy context for children that focuses on prevention and early intervention and an understanding of the key role that the third sector has in providing high quality, innovative services for children and their families. We are entering a time of huge opportunity with an unprecedented expansion and investment in Scotland’s youngest children. We will support this commitment by the Scottish Government whilst ensuring that quality is not compromised and that barriers to children experiencing disadvantage are removed.

We are seeking an ambitious and inspirational Depute Chief Executive who will harness our collective efforts to benefit Scotland’s youngest children, and develop our reach and impact during this exciting period of growth and change. You will build on our very strong foundations and support the Chief Executive to lead and ensure we live in a society where every baby and young child’s life chances are enriched by high-quality Early Learning and Childcare which is affordable, accessible and in accordance with individual preference and need.

We hope our mission excites you. If so, and you believe that your skills and leadership experience have equipped you to successfully lead our organisation at this critical phase of our development, we would love to hear from you.

For further information or to have a confidential conversation please contact our retained recruitment partner Badenoch + Clark Executive on +44 (0) 141 220 6460 or e-mail scotlandexecutive@badenochandclark.com

Applications in the form of a tailored CV and covering letter, highlighting your skills and experience pertinent to the role, should arrive no later than midnight Sunday 15 March. Please send e-mail applications to scotlandexecutive@badenochandclark.com
What Early Years Scotland does

Early Years Scotland is committed to providing the very best start in life for each and every child in Scotland.

We are Scotland’s principal national organisation that is dedicated to, and has a strong specialism in, the early years of children’s lives, from pre-birth to five.

We have high expectations of, and aspirations for, each and every child, believing them to be naturally curious and creative, as well as extremely competent, capable thinkers and learners.

Our services aim to support the workforce, and to strengthen and improve confidence, attachment, interactions, shared learning, transitions, the home learning environment, and attainment.

All of our early years staff, from the practitioners working directly with families, to the Service Managers who plan and manage our services, and our senior leaders overseeing the strategic direction of the organisation, are fully qualified early years professionals with a strong track record in Early Learning and Childcare policy and practice.

Our key responsibility is to listen to and take account of the views, preferences and needs of children and their families, and to share these further at local and national level. It is also our responsibility to do everything that may remove the barriers of inequality, so that children are loved, nurtured, ambitious. We want every child to have a fair start in life, growing to realise both their potential and their aspirations.
Early Years Scotland’s work can be explained as four strands

1. Delivery of services working with children and families together

Our range of EYS Stay Play and Learn services offer a two generational, play-based approach where qualified practitioners encourage and engage with young children and their parents/carers to reduce the disadvantage gap by strengthening and improving confidence, attachments, interactions, shared learning and attainment.

Our qualified early years professional staff offer these very popular services across a variety of local community settings including schools, community and church halls, nurseries, family homes and in prisons.

2. Delivery of services for providers of Early Learning and Childcare

We offer a number of support services and membership benefits to assist a range of staff across the country who provide high quality Early Learning and Childcare in different settings. We also support parents/carers to establish, run and improve Parent and Toddler Groups in local communities. Early Years Scotland membership benefits include a helpline, curriculum, inspection and business support, professional learning opportunities, regular magazines and bulletins, a members’ area on our website, specialist insurance and legal advice, policy templates and much more. We also offer membership to primary schools, students, practitioners, colleges and universities.

3. Delivery of high quality, relevant professional learning services for the workforce

In order to respond to requests from the workforce for high quality Early Learning and Childcare professional learning, Early Years Scotland delivers a range of learning opportunities for providers of Early Learning and Childcare, colleges, universities, local authorities and many more partners.

As the size of the workforce is set to almost double by 2020, Early Years Scotland has invested in establishing an expert dedicated professional learning team who design, develop and deliver affordable, accessible, relevant high quality professional learning opportunities across the country, both face to face, and online.

4. Delivery of advocacy and advisory services relating to legislation, policy and practice

We are committed to ensuring that we remain connected and fully engaged with developments, initiatives and debates on matters relating to young children across the country. As Early Years Scotland is a membership and service-delivery organisation, we have a responsibility to ensure that our children and members’ voices are represented at local and national level. A significant strand of our work therefore lies in informing, influencing, supporting and challenging early years legislation, policy and practice, to ensure Scotland’s children have the best start in life.

For further information please click on the links below:

- Early Years Scotland Strategic Plan: April 2020 – March 2021
- Annual Review 2018 – 2019
The Depute Chief Executive of Early Years Scotland (EYS) should be an inspirational leader who delivers effective leadership across the organisation. Accountable to the Chief Executive, the Depute Chief Executive will work with the Chief Executive and the Board to ensure the organisation delivers on a local and national level, for those it is designed to support.

The Depute Chief Executive will provide strategic and operational leadership to the organisation to ensure short and long-term goals are achieved. The Depute Chief Executive will communicate and engage effectively both internally and externally with a wide range of partners and will be an advocate of high-quality Early Learning and Childcare.

**You will:**
- Lead, develop and motivate high performing teams
- Authentically and effectively influence a wide range of stakeholders
- Be a compelling communicator with exceptional written and oral skills
- Promote and sponsor the values, mission and ambition of the organisation
- Lead effective financial, legal and governance control
- Embed a culture of continuous improvement
- Bring high levels of self-awareness, resilience and gravitas
- Align people and resources to deliver organisational priorities
- Build trust, respect and confidence quickly
- Ensure equalities, diversity and inclusion are at the heart of the organisation

**Your Experience:**
- Similar or transferable organisational experience relevant to the remit of EYS
- A strong understanding of social/political Scotland
- Experience of working within the early years sector
- An appreciation of the Scottish policy context for children
- Demonstrable commitment to self-evaluation and development
- Evidence of building collaborative relationships
- Evidence of influencing national policy through effective engagement
How to Apply

To apply for the post, please send a tailored CV and covering letter to scotlandexecutive@badenochandclark.com

Please note that the covering letter should be no more than 2 pages of A4 and should summarise your relevant skills, experience and motivations for applying to and working with Early Years Scotland. It is therefore an important part of the application and will be used as part of our selection process.

Please also see the Equalities Monitoring Form provided if you wish to complete it.

For a confidential, informal discussion about the role, please contact Badenoch + Clark Executive directly on +44 (0)141 220 6460 or e-mail the aforementioned e-mail address.
Conditions & Remuneration

Salary
£ Circa £50,000

Location
Glasgow

Benefits
- Generous annual leave entitlement
- 12 public holidays
- Paid sick leave entitlement on an increasing scale from 2 weeks in first year of service to the maximum of 13 weeks at 5 years’ service on a rolling 12 month basis
- 3 days paid ‘Time Off for Dependents’ leave on a rolling 12 month basis
- Auto-enrolled to EYS pension scheme at 3 months with 5% employer contribution
- Access to an Employee Assistance Programme (Health Assured)
- Bonus payment when reach decade years of service with EYS (10 years, 20 years etc)
- Support for professional learning

Timescales
Closing date for applications
midnight Sunday 15 March
Interviews with Early Years Scotland
Thursday 9 April
Badenoch + Clark has been helping clients and candidates make the right connections since 1978. Our executive search, permanent, temporary, interim, contract and RPO recruitment solutions unite professional talent with top employers across a vast range of sectors and functions, from procurement & supply chain, project management, accountancy, legal and business change, to banking, marketing and communications fundraising and HR.

Our Scottish team delivers these services from our Glasgow and Edinburgh offices and we pride ourselves on the ability to give our clients and candidates a competitive edge. Whether you’re taking the next step up the career ladder or building a bespoke recruitment strategy to meet your wider business goals, we help professionals make the valuable connections that are crucial for success. We focus on delivering a first-class recruitment service time after time. Our long-term relationships, our industry-specific expertise and our unrivalled reach set us apart.

Badenoch + Clark is the Professional Services and Executive Search arm of Adecco, a Fortune 500 business headquartered in Zurich and the world’s largest human resource consulting and Recruitment Company. Badenoch + Clark operates from 16 locations in the UK and nine countries across Europe. Using our national and international networks help clients and candidates make the right connections.

For further information, please contact our Executive Search team in our Glasgow office:

Glasgow office
Tel: +44(0)141 220 6460
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www.badenochandclark.com
Early Years Scotland
Investing in our youngest children