



COMMITTED TO
QUALITY
EDUCATION &
CARE

TIGERS
Childcare

● JOIN
● OUR
● TEAM
● TODAY

Our Core Values



We are guided by our core values in every action we take and decision we make.

T EAMWORK

We are one team and we work together by sharing our skills, knowledge and experience.

L EADERSHIP

We lead by example and set the agenda for improvement: in ourselves, in our services and in our industry.

I NTEGRITY

We are honest, open, ethical & fair. We speak up when our core values are not being respected.

E MPATHY AND RESPECT

Everyone is treated equally within our company. We foster an environment where everyone (children, their families and colleagues) is listened to and valued.

G ROWTH

Knowledge is understanding and we recognise that by continuing to learn and by expanding on our expertise and skills we grow as educators and as a company.

A CCOUNTABILITY

We take ownership for our decisions and make smart, cost-effective and sustainable choices.

E XCELLENCE THROUGH QUALITY

We deliver the best possible outcomes for the children in our care and take pride in our work which is founded on quality.

D IVERSITY

Our colleagues are our greatest strength. We know it takes people with different ideas, strengths, interests, and cultural backgrounds to make our company succeed.

R ELATIONSHIPS

We build relationships with the children in our care, their families and with each other. We do this by being open and honest in our communication and interactions.

S UPPORT

We support our colleagues and families. We understand the challenges everyone faces in their daily lives and we offer supports to help. Simply put, we work together, we win together, we move forward together.

Competitive Pay

In 2021 we implemented a pay scale to show our commitment to our colleagues. Our pay scale allows our colleagues to clearly see clear progression path should they continue with their professional development and progress within the company.

Holiday Increments

Tigers Childcare colleagues can gain holiday increments up to a maximum of 25 days based on length of service.

Referral Rewards

If you refer somebody to work at Tigers Childcare you can received €250 paid into your Tiger Stripes account as a thank you!

"The company has supported me with my studies which benefits the children."

FRANCESCA MCMAHON
Room Leader, Ridgewood



EAP

Our Employee Assistance Programme (EAP), in partnership with Spectrum Health, is a confidential counselling & support service that provides support to employees, their partners and their dependants aged over 16. Our EAP provides you with immediate access to counselling support to help you cope and deal more effectively with any personal or work related problems.

The EAP can help you with a wide variety of problems. The fully qualified team of counsellors and experts are highly experienced in personal and work related issues and can support anyone suffering with issues including, but not limited to:

- Depression, anxiety, stress
- Grief and bereavement
- Addictions
- Relationship & marital problems
- Work stress & work-life balance issues
- Workplace conflict & communication
- Life transitions such as career progression or retirement

The EAP includes access to a number of additional services for you overcome various practical issues you may face including:

- Legal Assistance
- Financial Assistance
- Consumer Assistance
- Mediation Information
- Career Guidance
- Life Coaching
- Support for non-nationals & their families
- Help with practical, day-to-day issues & services.

**"I really couldn't
recommend Tigers
Childcare more"**

CIARA COSTELLO
Room Leader, Leopardstown

Training

At Tigers Childcare we recognise the value of continuous learning and constantly seek to maintain an appropriate balance between the company's changing needs for ever-improved skills and abilities and the individual's requirements in respect of professional and career development. CPD is central to the maintenance of professional standards across the company, and, while each individual is responsible for his/her own CPD, we support colleagues in meeting their CPD requirements.

With that in mind we have teamed up with Dualann E-Learning to create the Tigers Childcare Training System. Our e-learning system has courses ranging from Child Protection, Fire Safety and HACCP to Aistear, Siolta, GDPR training & Cardiac First Response Awareness. All colleagues are asked to consider CPD needs when reviewing training needs at their supervision meetings with their manager. We encourage and fund attendance at any training events delivered by the County Childcare Committees and Early Childhood Ireland and other service providers.

Tigers Childcare supports colleagues who wish to pursue further educational qualifications (Level 7/8) by funding their studies.

HOW TO APPLY

Send an email along with your cv
and a cover letter outlining your
experience and preferred location to
jobs@tigerschildcare.com

Rewards

Tiger Stripes is our colleague reward and recognition scheme in conjunction with 'FromMe2You' which will allow us to reward colleagues throughout the year, with each person having the chance to earn up to €500 tax free at the end of each year. There will be a number of ways in which colleagues can earn their 'stripes' during the year. Colleague of the Month rewards will be paid through the Tiger Stripes programme. In addition, rewards can be earned for completing CPD (beyond what is mandatory) and colleagues can receive 'milestone' and 'outstanding contribution' awards for things such as fully compliant Tusla inspections. All rewards will tie in with the core values of the company. Rewards are built up during the year and at the end of each year Me2You gift cards are issued to each colleague to match the balance in their Tigers Stripes account.

'My Tigers Childcare Benefits'

The 'My Tigers Childcare Benefits' portal is exclusive to colleagues of Tigers Childcare. You can get access to 100s of offers from lifestyle brands such as ASOS, Boohoo.com and Nike to name a few and access to discounts on hotel stays and holidays. You get access to MOVE for on-demand exercise videos, POWR to create your personal wellbeing plan and Learning which offers 100s of high quality courses provided by top learning providers.