



FlexForce

ALWAYS READY



Where work fits around you

Welcome Message



Thank you for taking the time to explore the opportunity to join FlexForce at First Friends!

We're so pleased you're considering being part of something that's flexible, fulfilling and rooted in values that truly matter.

At First Friends, we're a family-run business with a strong sense of community and purpose. Growing from one nursery to six wonderful settings across Hampshire, we pride ourselves on creating a warm, caring environment where children, families and our incredible team all feel supported and valued. As a family-led group, the way we work together — with kindness, collaboration and a shared commitment to nurturing children — is at the heart of everything we do.

Whether you're seeking variety, greater work-life balance, or a pathway into long-term opportunities with First Friends, we're excited to welcome you into this supportive team.

Thank you for considering joining the FlexForce team — we can't wait to see the difference you'll make!



Lauren Eaton
OPERATIONS SUPPORT

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I chose to work with Flex Force because I enjoy working with children and helping them learn and grow. I like being part of a caring environment where no two days are the same. The flexibility of the role works well around my daily life, as it allows me to fit work around my other commitments while doing something I enjoy.

Rhiannon

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What is FlexForce?



FlexForce keeps our six Hampshire nurseries running smoothly by providing flexible cover whenever it's needed.

You step in to support our teams when educators are on leave, unwell, or attending training — choosing shifts that suit your availability through our simple app.

It's flexibility with purpose. You gain experience across different settings, build your confidence, and become part of a supportive group of professionals who care deeply about early years.

With training, a uniform, and full team support, you're set up for success from day one.



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The FlexForce role was exactly what I was looking for after more than fifteen years working in a primary school. I love that it fits around my personal commitments, allowing me to enjoy my passion for tennis and spend time with my adorable retriever, Monty!"

Tina

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Where work fits around you

1

You're in complete control

You choose your own shifts

2

You have total freedom

No minimum hours

3

Enjoy variety

By working across different rooms or nursery settings.

4

Flex your hours up or down

It's entirely up to you

5

Grow your skills

Get hands-on experience

6

No qualifications in childcare?

No problem. Full training provided



Benefits that add up



“As a single parent it works for me as I can fit my hours around my son's school hours without having to find childcare for him.

Vicki

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I joined the Flex Force team to do something for me. As a mum of two and a full-time carer, this is the perfect role for me. I can work around school/nursery and hospital visits. I really enjoy working with such a welcoming First Friends' family. Walking into the nursery to have a shift full of fun is what I love. It is such a rewarding experience working with the children and watching them grow.

Kim

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- ✓ Competitive hourly pay rates
- ✓ Enhanced pay for short-notice shifts
- ✓ Travel allowance for journeys over 20 miles
- ✓ Holiday pay you accrue as you work
- ✓ Opportunities to move into permanent roles within First Friends
- ✓ Free uniform and a welcome gift bag
- ✓ Free refreshments while on shift
- ✓ Free parking
- ✓ The chance to gain hands-on experience before committing to a permanent role
- ✓ Staff recognition schemes, including initiatives like “FlexForce Star of the Month”
- ✓ Annual celebration and recognition for length of service
- ✓ Thank-you incentives for supporting during busy periods

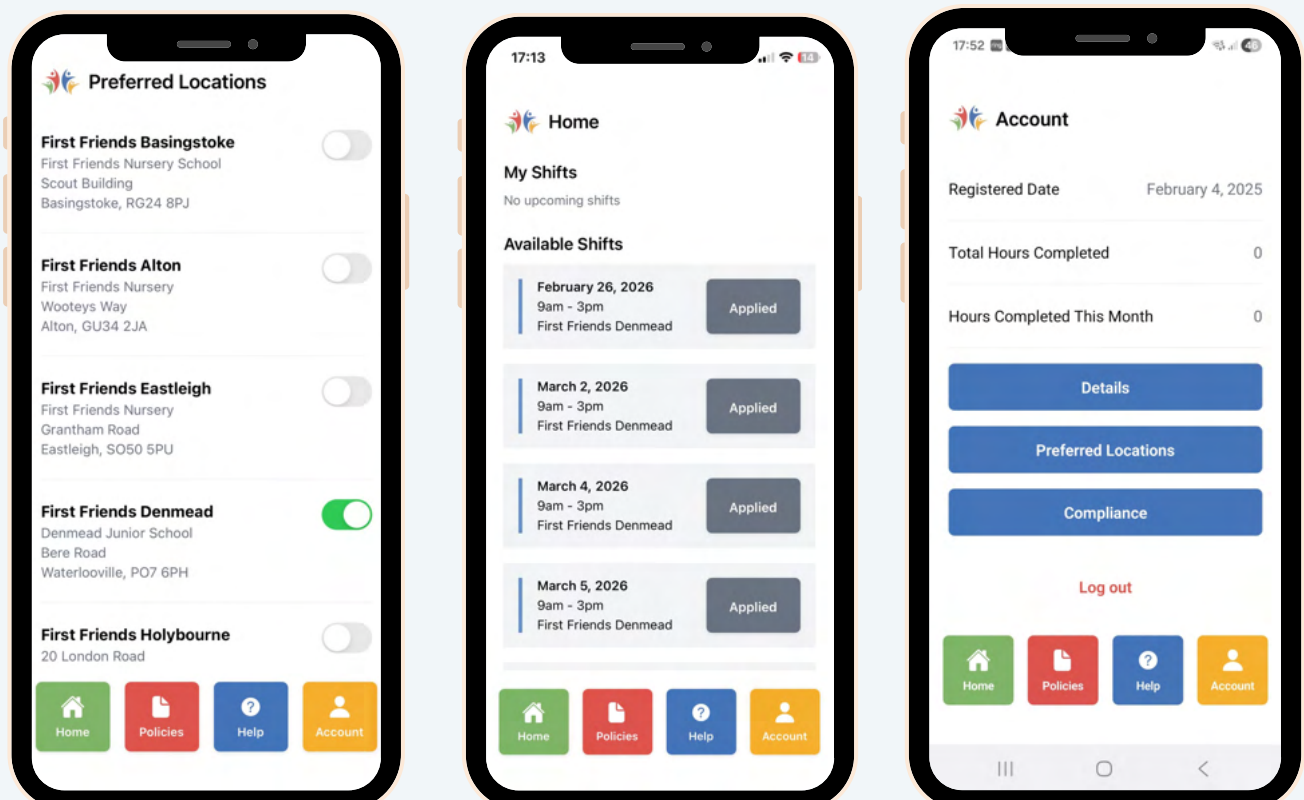
Our App

When you join FlexForce, you'll receive your very own secure login to our purpose-built FlexForce App, available on both Android and iPhone devices.

Designed with ease and convenience in mind, the App puts everything you need right at your fingertips.

Through the App, you can:

-  Select your preferred nursery locations
-  View available shifts and sign up instantly
-  View a clear record of the shifts you've signed up for
-  Keep track of your compliance training and policies
-  Access helpful FAQs



FlexForce Roles Available

You don't need to be a qualified educator (Level 1, 2 or 3) to join our FlexForce team — although it's great if you are!

We have roles to suit both qualified and unqualified team members, and full training will be provided.

Key Responsibilities include:

- Supporting and engaging children in daily activities
- Attending all required training
- Working collaboratively as part of the nursery team
- Liaising with room leaders and colleagues to understand daily plans and priorities
- Contributing positively to teamwork and offering support to colleagues when needed

We're looking for people who are:

- Reliable, adaptable, and able to work at short notice
- Strong communicators with good teamwork skills
- Confident in their understanding of safeguarding responsibilities

Meet Gemma

Gemma is a Primary School Teacher, and she joined FlexForce in 2025.

You'll usually find Gemma working in any of our 6 nurseries during the school holidays.



What's stopping you?

Apply today!

firstfriendsltd.co.uk/flex-force



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