

NICMA SENIOR MANAGEMENT TEAM

NICMA's Organisational Structure

NICMA employs 26 staff who are divided into 4 functional teams, each managed by a Senior Manager. The four functional departments of NICMA are Childminding Development, Training and Quality, Childminding Networks and Support Services. The organisation is supported by a Finance and Administration department.



Bridget Nodder **Director**

Bridget Nodder is the Director of NICMA – the Childminding Association which is a regional charity and voluntary sector organisation working to support and promote childminding [family day care]. NICMA has been in existence since 1984 and has grown from a childminding membership of 90 and a staff of 1 part time worker to a membership of 2,500 childminders and a staff of 26.

After College, Bridget started her career in Health Services Management which eventually took her to the Middle East for a period of 5 years. Following a career break she returned to employment with NICMA in 1990 and has been in post as Director since 1995. Bridget completed a part time degree in Management & Business Studies at QUB in 1998. Her role in the organisation is varied but involves both strategic leadership and development of the Childminding sector as well as the operational running of the organisation.

Jenny Adair **Assistant Director**

Jenny Adair accepted the post of Assistant director in NICMA the Childminding Association on the 18th June 2007. Prior to this appointment Jenny worked within the Northern Childcare partnership as a Training and Quality Development Officer. Jenny began her career in the Royal Belfast Hospital for Sick Children qualifying as a Registered Sick Children's Nurse in 1986 and went on to achieve a General Nursing Certificate in 1987. While working within the health service Jenny developed a keen interest in workforce development and subsequently qualified as an NVQ assessor and Internal Verifier to support candidates both within the social care and early year's sector to achieve NVQ qualifications at levels 2, 3 and 4. This led to her securing a two year post as the Co-ordinator for the Social Services



Inspectorates NVO Funding Initiative in 1998. This project was targeted specifically to improve access to qualifications within the early year's sector. Jenny is presently in the final year of the BA Honours Degree in Education with Worcester University and hopes to complete a dissertation based on researching models being applied to support the recruitment and retention of childminders in May 2008.



**Barbara Quinn
Training Manager**

I began my NICMA career in 1996 when for the first time childminders were able to access a recognised Childcare Qualification ie. a National Vocational Qualification in Childcare & Education. Since then NICMA have secured many training opportunities for hundreds of childminding members as a result of successful funding applications. The biggest issue currently facing the Childminding sector in terms of training and quality is the lack of a Workforce Development strategy which incorporates mandatory training as a requirement under legislation. As a result many childminders have no training or qualifications when they start out in business caring for children. This impacts not only on the quality of the care but also on the general public perception of childminding. I am currently responsible for two functional departments – Training & Quality and for the development of Childminding Networks linked to SureStarts. The development of Childminding Networks as part of the SureStart expansion programme will hopefully ensure that home based childcare is developed and recognised as a quality childcare option for children and families.



**Joan Hewitt
Finance and Administration
Manager**

My career with NICMA began in January 1996 with general administration, accounts and payroll duties. Over the next 11 years NICMA was to face a great many changes along with substantial growth. I now manage the Finance and Administration department and Childminding Support services. As a voluntary organisation, finance and long term sustainability obviously presents NICMA with huge challenges. Overall we have been successful in our growth over the last 23 years although much of the funding has been short term with all the difficulties that that presents.

**NICMA
September 2007**