

Go where you can  
*Keep Growing*



MANAGEMENT ASSOCIATE PROGRAMME  
(CORPORATE / EDUCATION)



# Our Story

We believe in enabling bright futures for every child and their family. Being a pioneer in the early childhood industry for the last 45 years, we actively work in partnership with parents, communities, tertiary institutions to offer our expertise in early childhood development.

We are always on the look-out for ways to innovate forms of early childhood education and associated services for families with 2 months to 6 years preschoolers. These include specialist preschool models, enrichment programmes, digital services, content and programmes for parents.



## OUR SOCIAL IMPACT

Over **22,000** and **6,800**  
childcare enrolment children  
benefited from Bright Horizon Fund support programme

Over **160** & **146**  
preschools island wide My First Skool centres  
with the Development Support Programme

Over **2.7 million** disbursed under the  
Bright Horizons Fund

Over **5,600**  
employees  
making a difference to  
children's lives

# Pave the way for *Potential*

At NTUC First Campus, we empower you to champion your potential and help others reach theirs.

Grow in a supportive environment where you will be empowered to carve your own path of learning and growth. Our mission to give every child equal access to quality education and care. It unites and drives us to continuously challenge ourselves to stay at the forefront of early childhood education, in both leadership and innovation.



# Our promise of *Growth & Support*

The NTUC First Campus Management Associate Programme has a primary mission: **To nurture a community of leaders that gives all families and children equal access to quality education.**

You will be given opportunities to go beyond what you have learnt in school, and gain a wider, cross-disciplinary exposure to the world of early childhood education. This is so you may grow to fill potential leadership roles within the organisation. The result: **A fulfilling career that gives you – and the families you serve – even more.**



## Experiential Exposure

Broaden your professional exposure through research, projects, sponsored earning opportunities, attachments to various NTUC social enterprise entities, and other organisations.



## Explore Diverse Career Paths

As a future leader of NTUC First Campus, you can look forward to variety and versatility in your career path in an award-winning community. A flexible network allows you to determine your own career progression.



## Mentoring Support

In addition to on-the-job learning, there will be regular engagement with our top management so you can learn from them first-hand and be guided in achieving your goals.



## Social Contribution

In line with our vision of making a positive difference in the communities we serve, you will have the opportunity of going beyond our school environment to level the playing field for less privileged families.



## Holistic Well-being

We believe in supporting you to be your best self so that you can achieve your goals. To this end, we offer a range of welfare benefits, lifestyle perks, and holistic well-being programmes that meet your physical, mental and emotional needs.

# Management Associate Programme

You'll be immersed in our business and given the opportunity to work with senior management and industry leaders along the way.

## C O R P O R A T E



### Corporate Departments

One year in a corporate function where you'll **build your professional skills** and gain broad experience from a group perspective.



### Business Units

One year in a Business Unit where you'll work with a team to **contribute to key aspects of our business**, gaining knowledge in specific areas such as operations.



### Upon Completion

After two years, you'll be **posted to a permanent role** depending on your career aspirations, strengths and the needs of the organisation.





The programme provides me with rotation opportunities across corporate functions and business units, allowing me to hone my business acumen and technical skills. Regular interaction with senior management has also given me valuable perspectives on the industry. There is a real sense of a shared purpose and I am inspired every day.



**Canice Ho**  
MANAGEMENT ASSOCIATE  
(CORPORATE)





The programme is tailored to each associate's potential and goals as we go through different rotations within the corporate and business unit functions. Having various mentorship opportunities with senior management is a virtual gold mine as it is rare for fresh graduates to learn directly from senior members of a company.



**Rachel Tan**  
MANAGEMENT ASSOCIATE  
(CORPORATE)



# Management Associate Programme

## EDUCATION

Designed to help you grow as a leader, the programme is uniquely structured to train and shape you into becoming a centre leader or specialist through an accelerated pathway after attaining the required Early Childhood Care and Education qualifications. It is a pathway that also provides you with leadership opportunities in other corporate roles at our headquarters.

### Year 1 to 3

(Upon completion of Diploma in Early Childhood Care and Education)

#### TEACHER / LEAD TEACHER

- Strengthen foundations in curriculum, child development and pedagogy
- Achieve curriculum mastery for children aged 2 months to 6 years old
- Lead small teams
- Foster Parent-Centre relationships

### Year 4

#### DEPUTY CENTRE LEADER

- Build and strengthen community-centre relationships
- Achieve mastery in centre management operations
- Mentor and coach centre staff

### Year 4 onwards

#### PRINCIPAL

- Centre leadership role
- Sponsorship opportunities for Masters in Early Childhood Care and Education
- Leadership development
- Achieve mastery in curriculum design



### Potential careers ahead

\*Career opportunities towards **senior leadership** or **specialist** positions in HQ, e.g.

GENERAL MANAGER

ZONAL DIRECTOR

PEDAGOGIST

CURRICULUM SPECIALIST

*\*Based on individual's potential and aspirations.*





The programme has provided me with opportunities to acquire knowledge and skills in the early childhood industry while helping me discover my own leadership style. The programme essentially brings together a group of individuals who are strongly passionate about children, and are eager to make a difference to their future.



**Chua Yen Ling**  
MANAGEMENT ASSOCIATE  
(EDUCATION)





This programme provides individuals with a comprehensive understanding of the early childhood sector. I get to work with a team that strongly believes in a shared vision of enabling bright futures for all. I have grown in my competencies as a teacher and leader, and developed a greater sense of empathy for families and children.



**Jason Ang**  
MANAGEMENT ASSOCIATE  
(EDUCATION)





The programme has given me the opportunity of gaining valuable perspectives and insight into areas of growth and innovation that can be utilised to provide better service to children and their families. These opportunities fuel the purpose and drive to give my best every day.



**Carmen Yeo**  
MANAGEMENT ASSOCIATE  
(EDUCATION)





# Take the Lead in your career

Looking to make a meaningful impact on young lives and achieve more for your growth?

Get in touch with us if you possess these qualities:



Strong leadership abilities



Commitment to care and service



Drive and resilience



Collaboration and influence



Good academic and holistic exposure to business projects and social work







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Our recognition:

