

Fernwood NRG is a social enterprising non-profit organization that serves the Fernwood neighbourhood by:

- supporting individuals and families with affordable, high quality services and housing,
- increasing food security through improving access to affordable, high quality food,
- playing an active role in developing the neighbourhood economy, and
- engaging the neighbourhood through activities, events and communications.

A strong and vibrant neighbourhood needs safe and stimulating opportunities for children and young people to gather, grow, and learn. Children and youth are a vital part of Fernwood and with our younger population increasing, we want to ensure they have safe, engaging, and fun opportunities in their neighbourhood.

Fernwood NRG offers high quality, affordable and educational child care. Our programs are shifting to include more nature-based and environmental educational components.

We provide opportunities to develop skills and abilities, helping each child and young person reach their full potential. We believe that less is more, and work with nature and our natural environment to deliver programs and reduce landfill waste. Leaves and sticks are source materials for art projects and discussion; our gardens are learning labs where we grow and harvest food; and an empty playing field is where the imagination comes to life.

The ideal candidate is passionate about serving the Fernwood neighbourhood through our Child Care programs. They understand the reciprocal relationship between healthy neighbourhoods, healthy families, and healthy kids, and the role Fernwood NRG plays in strengthening healthy communities through affordable housing, a strong neighbourhood economy, neighbourhood events, food security, child care and front line family services.

The candidate is patient, enthusiastic, team oriented, driven, and compassionate. They are knowledgeable about positive behaviour support strategies, nature-based programming, and building positive long-term professional relationships. A desire to work in collaboration across the organization is highly valued. This is an exciting position for someone wanting to deepen and expand their child care experience with a leading social enterprise.

### **Job Summary**

Reporting to the Child Care Programs Coordinator, the 3 to 5 year old Program Team Lead is responsible for overseeing the day to day early childhood program and providing excellent care to children in the centre.

This leadership position will require the candidate to lead the educators in delivering high quality care in accordance with our philosophy and policies, and ensuring the health and safety of all children are met through Child Care Licensing Regulations.

### **General Responsibilities**

- Provides leadership, direction, and supervision of the day to day tasks of a childcare team.
- Ensures the health and wellbeing of the children.
- Responsible for program planning and implementation.
- Is the first point of contact for parent and staff questions and concerns. Works with the Child Care Programs Coordinator to implement program improvements.
- Provides exceptional early childhood education.
- Promotes Social Emotional Competence.
- Promotes identification and labeling of emotions in self and others
- Explores the nature of feelings and the appropriate ways they can be expressed.
- Establishes and enforces clear rules, limits, and consequences for behaviour.
- Builds and maintains professional working relationships with parents and care-givers.
- Assists with daily clean-up.
- Other duties as assigned.

### **Qualifications/Requirements**

- Must hold a current BC License to Practice as an ECE.
- Minimum 1 year experience leading teams including coaching, supervision, delegation and conflict resolution
- First Aid Certified.
- The successful candidate will need to undergo a criminal record check for working with children and vulnerable adults.
- Must provide a record of immunization status.
- Must provide two professional references.
- Familiar with BC Child Care Licensing Regulations.
- Excellent verbal communication skills
- Ability to work very well in team settings.
- Ability to problem-solve and prioritize tasks.
- Ability to take initiative.
- Ability to follow instructions and willingness to assume and carry out assigned tasks and to be accountable for results and actions, including quality of work.
- Ability to appreciate diversity, different opinions, lived experiences, backgrounds, and personality types.
- Experience with and an understanding of the importance of client confidentiality.
- Dependable, including the ability to maintain good attendance, be reliable and punctual.
- Professional, responsive, with a positive work attitude.

## **Working Conditions**

- Ability to lift and move chairs, cots, mats, etc. (up to 30lbs).
- Ability to work positively in a shared work environment.
- Ability to work positively in a busy and loud environment.
- Ability to work outside in a variety of weather conditions.
- Ability to stand for long periods of time, run occasionally, crouch and bend frequently.
- Ability to perform some cleaning duties.

## **Wage / Hours of Work**

- Up to \$20.50/hr dependent on experience and qualifications.
- This is full time position up to a maximum of 40 hrs/week, Monday-Friday..
- Scheduled shifts may fall between 7:15am- 5:30pm.
- This facility is enrolled in the Child Care Fee Reduction Initiative, due to this all ECE will be eligible for a \$1.00 (retroactive) raise in early 2019.
- After 3 month of employment, you are eligible for 10 paid sick days, and 2 paid family days.
- After 6 months of successful employment, you are eligible for an extra paid week off during the winter holidays.
- Generous health benefits including dental, vision, para-medical, and life insurance after 6 months successful employment.
- Paid professional development days.
- As a perk of working with Fernwood NRG, staff have access to staff discounts on select recreational programs and enjoy free staff lunches and snacks.