



1546 Bernard Ave., Kelowna, BC V1Y 6R9

Phone: (250) 763-5100

JOB POSTING

Starbright is committed to hiring based on merit and encourages applications from all persons, congruent with the principles of the Human Rights Code of British Columbia. Hiring on merit ensures that we have a strong, neutral workforce that is able to provide excellent service to our clients. Our application and hiring processes are non-partisan, fair, consistent, and transparent.

Starbright Children's Development Centre has the following job opening:

Casual Inclusive Childcare Educator

This posting period runs from March 8, 2023 – March 24, 2023, at 4:00 p.m. The start date would as soon as possible and can be negotiated. It is a union position, requiring union membership enrolment, and follows the *Community Social Services General Collective Agreement*.

The Inclusive Childcare Educator provides extra staffing in community-based early learning centres to promote the inclusion of children from birth to six with developmental needs. The role of an Inclusive Child Care Educator includes the practice of culturally safe, trauma-informed, relational approaches to support the inclusion of children within their preschool or daycare settings. Development needs may include complex behaviour, autism, down syndrome, fetal alcohol, or deaf or hard of hearing.

Starbright assignments are within the boundaries of the Central Okanagan, as scheduled. Typically, work assignments may be scheduled within the range of 7:30 a.m. to 5:30 p.m. and clients are assigned by seniority and client needs, with locations variable. The agency closes for two weeks during the holiday season so staff may enjoy time with their families.

This position is a casual, on-call subbing position. Hours of work will be based on operational needs and casual availability as per the *Collective Agreement* and policy.

The rate of pay for this position ranges from \$21.00 per hour - \$28.00 per hour as determined by union classification*¹. Casual employees enjoy an extra 10.6% of their gross earnings added to each pay in lieu of vacations and statutory holidays.

¹ Wages will be increases as determined by the ratification of the *General Services Collective Agreement 2022-2024*

Here is a summary of qualifications needed for this position:

- Successful completion of a program in Early Childhood Education,
- Current Community Care First Aid Certificate or equivalent,
- The candidate must meet criteria set by Community Care Facilities Branch (Licensing) and hold a current BC Certificate to Practice as an Early Childhood Educator or Early Childhood Educator Infant Toddler/Special Needs,
- Experience working with young children with developmental disabilities and challenging behaviors would be an asset,
- Must have access to reliable vehicle and have a valid current B.C. driver's license,
- An equivalent combination of education and experience will be considered.

Employment in this position is contingent upon a successful Criminal Record Check clearance. As per the *Criminal Records Review Act*, "Individuals working with children or vulnerable adults directly or potentially have unsupervised access to children or vulnerable adults must authorize a Criminal Record Check for their employer or authorized organization."

Please submit your letter of interest & resume to the attention of: Terri Nakayama, Human Resources via email to humanresources@starbrightokanagan.ca

We appreciate and thank all applicants for their interest, however only short-listed candidates will be contacted.