



Children's Development Centre



1546 Bernard Ave., Kelowna, BC V1Y 6R9

Phone: (250) 763-5100

JOB POSTING

Starbright Children's Development Centre is situated in Kelowna, British Columbia, in the heart of the beautiful Okanagan Valley. The agency's legacy was inspired by a group of parents and a local pediatrician who united to create an organization that had one goal in mind – support for the achievement of family-centred goals in a safe and inclusive environment. Services were and are not dependent on diagnosis; they are based on the needs and goals of families. Starbright's history embraces fifty-seven years of family-centred practice staying true to its roots – delivering therapies and services to children with development delays based on the support needs of families.

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.

We acknowledge with respect and humility the land on which we work is the unceded territory of the Syilx (Okanagan) People

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

Occupational Therapist – Regular full-time position (35 hours per week)

This posting period runs from April 3, 2023 – April 28, 2023, at 4:00 p.m. Start date is negotiable. It is a union position, requiring union membership enrolment, and follows the *Community Social Services General Collective Agreement*.

Through a family centred, culturally safe, and trauma informed approach, the Occupational Therapist provides consultation, assessment, intervention, and monitoring of motor skills in the areas of self-care, productivity, and leisure. The Occupational Therapist provides multidimensional and expanded assessments and interventions by analyzing the dynamic relationship between clients and families, the environment, and occupation. Occupational Therapy services are provided to children from birth to kindergarten entry and promote functional skills that contribute to inclusion and engagement in ways that are purposeful to the family.

In addition, the Occupational Therapist participates in multi-disciplinary meetings, community partner meetings, and kindergarten transitions as required. Typically, hours of work fall between 8:00 a.m. to 5:30 p.m. Monday through Friday, on a flexible work week based on client needs. Clients are assigned as determined by placement with a multi-disciplinary team and caseload. Starbright is closed on all provincial and federal statutory holidays. In addition, Starbright closes for two weeks during the holiday season so that staff may enjoy time with their families.

Occupational Therapists at Starbright participate in ongoing professional development dedicated to enhancing networking and collaboration, and to keep up to date on the latest skills and abilities in service delivery and community of practice. The rate of pay for this position ranges from \$42.00 per hour up to \$51.00 as determined by union classification¹. Upon qualification, a benefit package will be provided in accordance with the *General Services Collective Agreement*. Benefit packages currently include Medical Services Plan, Extended Health, Dental, AD&D, Group Life and Long-Term Disability. The premiums are 100% paid by the Employer when the criteria have been met. Spouse and/or dependents may also be included on the benefit plan. There are twelve paid sick days a year pro-rated based on hours worked.

In addition, employees who qualify will be enrolled in the Municipal Pension Plan. This requires both an employee contribution and an employer contribution as pre-determined by the Pension Plan Board.

Here is a summary of qualifications needed for this position:

- Master's degree in occupational therapy or equivalency as recognized by the College of Occupational Therapists of British Columbia.
- Membership in good standing with the College of Occupational Therapists of BC as well as a license to practice in British Columbia.
- Eligible for membership in the Canadian Association of Occupational Therapists.
- Postgraduate course work/training related to additional procedures, techniques and job function is required.
- Experience with children in early intervention (birth to school age) is preferred.
- Valid current First Aid Certificate
- Employment in this position is contingent upon a successful Criminal Record Check. 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." Criminal Record Checks now include a component of an RCMP check as of July 1, 2021.
- Successful candidates must have a current valid BC Driver's license and access to reliable transportation.

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.

¹ Wages will be increased as soon as determined by the ratification and funding of *General Services Collective Agreement 2022-2024*