



1546 Bernard Ave., Kelowna, BC V1Y 6R9

Phone: (250) 763-5100

JOB POSTING

Inclusive Childcare Educator, Part-time, 35 hours per week

Who We Are

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. Starbright's history embraces fifty-eight years of family-centred practice staying true to its roots. Families are the heart of our agency.

Our Hiring Practices

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 for 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

About the Position

This posting period runs from January 24, 2025, to February 7, 2025, at 4:00 p.m. The preferred start date is February 7, 2025. It is a union position, requiring union membership enrolment, and follows the *Community Social Services General Services 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. Hours are assigned will be up to thirty-five hours per week, with top-up hours, when available, up to forty hours a week. The agency closes for two weeks during the holiday season so staff may enjoy time with their families.

Range of Pay

All new staff are provided with mentorship, and professional development is an ongoing component of the position. The rate of pay for this position ranges from \$25.95 per hour - \$29.76 per hour as determined by the union classification. In addition, if eligible, an ECE wage enhancement is applied until March 31, 2025.

Upon qualification, a benefit package will be provided in accordance with the *Collective Agreement*. Benefit packages currently include combinations of the following: EFAP, Extended Health, Dental, AD&D, Group Life and Long-Term Disability options. The premiums are 100% paid by the Employer when the criteria have been met.

Qualifications and Experience:

- Successful completion of an approved accredited program in Early Childhood Education, including an Infant Toddler/Special Needs component,
- Current Community Care First Aid Certificate or equivalent,
- Current BC Certificate to Practice as an Early Childhood Educator or as an Early Childhood Educator Infant Toddler/Special Needs,
- Two years' experience working with young children with developmental delays and challenging behaviors is required,
- Access to reliable transportation properly insured for business, and a valid current driver's license is required as client location is varied
- 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.