



1546 Bernard Ave., Kelowna, BC V1Y 6R9

Phone: (250) 763-5100

JOB POSTING - Physical Therapist, Full-time

Location

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-nine 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 November 6, 2025, until November 28, 2025, at 4:00 p.m., or until the position is filled. It is a union position, requiring union membership enrolment, and follows the *Community Social Services General Services Collective Agreement*.

Through a family centred, culturally safe, and trauma informed approach, the Physical Therapist provides consultation, assessment, intervention, and monitoring of motor skills in relation to development and optimizing positioning and function. Specific areas of specialization include, but are not limited to, seating and positioning, equipment prescription and manual therapy techniques. Physiotherapy 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 Physiotherapist participates in multi-disciplinary meetings, community partner meetings, and kindergarten transitions as required. Hours of work on a regular schedule fall between 8:00 a.m. to 5:30 p.m. Monday through Friday 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.

Physical 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. New grads are welcome to apply.

Rate of Pay

The rate of pay for this position ranges from \$44.05 per hour up to \$52.82 per hour as determined by union classification. Mentorship is provided for all new employees to ensure that all staff are inclusive and welcomed into a culturally safe environment. Upon qualification, a benefit package will be provided in accordance with the *General Services Collective Agreement*. Benefit packages currently include Extended Health, Dental, AD&D, Group Life, Long-Term Disability, and an Employee Family Assistance Plan. 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 if they qualify. 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 physical therapy or equivalency as recognized by the College of Care and Health Professionals of British Columbia.
- Membership in good standing with the College of Physical Therapists of BC as well as a Certificate to Practice in British Columbia.
- Eligible for membership in the Canadian Physiotherapy Association.
- Postgraduate course work/training related to additional procedures, techniques and job function is preferred.
- 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."
- Successful candidates must have a current valid BC driver's license and access to reliable transportation properly insured for business.

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

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