



Children's Development Centre



1546 Bernard Ave., Kelowna, BC V1Y 6R9

Phone: (250) 763-5100

JOB POSTING

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 for their child with developmental challenges in a safe and inclusive environment. Services that Starbright provides are based on the needs and goals of families. A diagnosis is not needed to receive support, and families can self-refer. Starbright's history embraces fifty-seven years of family-centred practice staying true to its roots – delivering therapies and programming services to children with development delays based on their support needs.

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 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

About the position

This posting period runs from April 22, 2026 – May 6, 2026, at 4:00 p.m. Expected start date is May 11, 2026, or as negotiated. 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 Infant Development Program (IDP) Consultant provides developmental and resource information, assessment, referral, and support for families of the program. In collaboration with families, the IDP Consultant develops and implements goals and plans for infants from birth to 3 years old with support needs to help facilitate the development of the infant. The IDP Consultant coordinates with other community service professionals involved with the families of the children receiving services at Starbright. The IDP Consultant works in the environment best suited for the client, which often includes home visits.

The rate of pay for this position ranges from \$38.68 per hour up to \$47.20 per hour as determined by union classification. 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 employee sick days a year pro-rated per hours worked. Sick pay is 100% of regular earnings, paid out of the accumulated sick bank. Upon retirement or termination, the sick bank has no cash value.

When requirements are met, employees will be enrolled in the Municipal Pension Plan which 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:

- A relevant bachelor's degree in an early childhood development related field – early childhood education, nursing, child and youth care, psychology, social work, the therapies (OT/PT/SLP) or education
- A current first aid certificate
- Two years minimum previous work experience in a similar environment, working with infants from birth to three-years-of-age.
- Experience with multi-disciplinary teams would be an asset.
- Demonstrated knowledge of family-centred services, early intervention, child development, family support and community-based services is required.
- Demonstrated commitment to ongoing professional development and a willingness to obtain any required IDP certified courses recognized by the Province of BC.
- Valid BC Driver's License / Access to reliable transportation, properly insured for business use.
- General understanding and knowledge of computers, data entry and Microsoft Office products.
- An equivalent combination of education and experience will be considered.

This position may require moderate to frequent computer keyboarding and or monitor screen viewing, as well as standing for moderate to frequent periods of time, infrequent lifting, and moderate kneeling or sitting at a child's level. In working with children, staff are at risk of being exposed to common viruses and germs.

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."

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