



Oaklands Community Association

Oaklands Community Association is a registered charity | BN 882929946RR0001

Oaklands Community Centre
2827 Belmont Ave #1, Victoria BC V8R 4B2

Oaklands Neighbourhood House
2629 Victor Street, Victoria BC V8R 4E3

www.oaklands.life

Early Childhood Educator /Assistant – Inclusion Support Staff

Position Start Date: **ASAP**

Posting closes: open until filled

Positions Available: One (1)

The Oaklands Community Associations' (OCA) childcare programs provides full-day care to preschool-aged children. The Inclusion Support staff will work within a team of staff and be responsible for childcare, adapt program planning and will be a main parent contact/liaison of children for whom they are responsible. They will work collaboratively with other ECE's and ECE-A's and the Childcare Program Manager at Hamilton Park Childcare program located in the Oaklands Community.

Hours of Work:

This is a regular full-time position working up to 40hours/week Monday to Friday shifts with the exception of statutory holidays and program closures.

Starting Rate of Pay:

ECE - \$22.00 hour + \$4 Government Funded Wage Enhancement Incentive

ECE-A \$20.00 hour

Primary Responsibilities:

Support:

- Provide direct one-on-one or one-on-two support and guidance to the child/children assigned and help create a Care Plan for child/children and their families and care program for Licensing purposes
- Ensure the program planning considers the health and well-being of the child/children during daily activities, field trips and special activities
- Collaborate with team of childcare providers and manager to offer inclusive activities for the child/children assigned to the Inclusion Support staff
- Build children's social and interpersonal skills and self-esteem by establishing routines and positive guidance policies that allow children to feel secure, comfortable and safe
- Strong understanding of child development and ability to use positive conflict resolution skills
- Establish and maintain good communication with team of childcare providers and manager, as well as children's families and community agencies involved in child/children's development

Other Desires Qualities:

- Compassionate, kind, supportive, and encouraging towards children, families, and co-workers
- Dedicated to creating a positive childcare environment and providing quality care to children
- Flexible and adaptable to changes
- Takes initiative

The OCA is committed to creating a safe, inclusive workplace environment, and invites indigenous folks, people of colour, LGBTQ+, and persons with disabilities to apply. We foster a welcoming community-focused working culture, that provides our employees with opportunities to learn and grow. Necessary accommodations are provided for applicants to be successful in the role.

Qualifications:

- **A valid B.C. License to Practice as an Early Childhood Educator or Early Childhood Educator Assistant**
- Minimum 1 year experience working in a childcare program and working with children with higher needs (either physical or behavioural, or both)
- Education Assistant, Behavioural Interventionist, or Non-violent Intervention Crisis training considered an asset
- Strong understanding of BC Child Care Licensing Regulations
- Current First Aid/CPR & clean Criminal Records Check
- Ability to work collaboratively and cooperatively with team
- Excellent interpersonal and communication skills
- Professionalism when working with staff, families and children at all times

Additional Incentives:

- 50% discount Oaklands Community Association programs, including childcare programs
- Enrollment in ECE Wage Enhancement program
- Weekly paid planning time
- Free Parking
- Paid Professional development opportunities
- Annual performance review and cost of living increase in rate of pay
- After 3 months successful employment:
 - Comprehensive Benefits package, including extended Health and Dental benefits, and pension contributions, paid sick days and personal time off, and one-week paid holiday over SD#61 winter break

Apply with cover letter and resume to:

Cindy Allen
Co-Executive Director/H.R.
Oaklands Community Association
ed@oaklandsca.com