

Compass Early Learning and Care Career Opportunity

Position: Pedagogical and Culture Lead

Job Type: Permanent

Location: Minden Program – Minden, Ontario

Hours: Up to 40 hours per week. Monday to Friday

Rate of Pay: \$22.45-\$25.45

Anticipated Start Date: September 13, 2021

About the role

At Compass ELC Minden you will work as a Pedagogical and Culture Lead fostering a culture based on the practices of being present, living into a coaching mindset and building relationships that create emotional safety. You will support and mentor some of the most passionate, caring, and dedicated educators in the industry. You will work collaboratively alongside the Admin Lead to foster and support a program with a deepening culture of reflective practice and growing pedagogy that is aligned with Compass ELC's vision, values, pedagogical themes, cultural elements, strategic plan and How Does Learning Happen. You will model and grow a perspective of equity and strive for a deeper understanding of cultural awareness. Hours will be based on programs needs and funding. You will work up to 40 hours a week Monday to Friday. Shift start and end times will vary based on program need in between 7am and 6pm.

About you

You are passionate about early learning and care, emergent curriculum and life-long learning. You have a passion and strong commitment to building accepting and welcoming cultures that invite all of our educators, families, children, and community partners to live in. You are eager to contribute to an amazing organizational culture, to grow your practice as a collaborator, researcher, facilitator, and learner. You are energetic, resourceful and creative in your pursuits of creating learning opportunities, building connections and engaging with children, families, peers, schools and the community. You have a natural disposition towards research and inquiry and a deep understanding of How Does Learning Happen, related legislation, Compass ELC policies and procedures, distributed leadership, Compass ELC's foundation series, CCEYA (Child Care Early Years Act), Compass ELC's Strategic Plan, and supporting a culture of a safe and joyful workplace.

You are registered with the College of Early Childhood Educators and possess the training and documents required by the Ministry of Education to work in a child care setting.

Some accountabilities associated with the role include:

- Building relationships with families and including them in the learning process.

- Working as part of a team with fellow Co-workers, Families, Community Partners and Children.
- Initiate advertising and marketing for the program
- Being a community liaison with other organizations within our community (schools, children's treatment centers, quality improvement partners, etc.)
- Encourage and foster the leadership of all staff in the team, using the CELC Coaching Culture document
- Nurture a culture of collaboration, research & reflective practice that grows our community of learners and deepens our practice of the organizational program statement and pedagogical principles.
- Fostering a sense of community in programs, including working through tensions.
- Schedule pedagogical time with educators (including individual and team meetings, and intentional side-by-sides)
- Support the development & ongoing reflection of Professional Learning Goals.
- Support educators to bring visibility to children's learning and competencies using the Cycle of Inquiry and the Visual Representation Protocol.
- Observe and document children's learning, bringing visibility to children's competencies, theories, ideas, and curiosities
- Support the program in creating and maintaining aesthetically pleasing, rich learning environments, both indoors and outdoors in order to engage children's' curious minds and lively bodies

To Apply

Please send your resume and cover letter to: careers@compasselc.com Attn: HR Team

In keeping with Compass Early Learning & Care's commitment to providing service in a manner that is accessible to all, reasonable accommodations will be provided for applicants upon request. Please contact Human Resources: hr@compasselc.com or careers@compasselc.com. 705-749-3488 ext. 217

Additional Information and Requirements:

Experience:

- 5 years' experience working in a licensed childcare environment (Preferred)
- 5 years' experience working as an early childhood educator (Preferred)

Education and Certifications:

- Post-Secondary Degree in relevant field (Required)
- Standard First Aid/CPR Level C (Required)
- Updated Vulnerable Sector Check within the last 6 months (Required)
- Updated Immunizations/ Refusal of Affidavit (Required)
- Registration with the College of Early childhood Educators (Required)

Language:

- English (Required)

Benefits:

- Employee Assistance Program
- Employee Wellness Program
- Extended Health Coverage
- Dental Care