

## Compass Early Learning and Care Career Opportunity

**Position: On-Call Program Educator**

**Job Type: Permanent**

**Location: Cobourg Program – Cobourg, Ontario**

**Hours: 25 - 40 hours per week, Monday to Friday.**

**Rate of Pay: \$20.10 - \$21.10 per hour**

**Anticipated Start Date: August 1, 2022**

### **About Us:**

For more than forty years, our organization has been growing and evolving. Over those years we've expanded our vision of early learning and child care, enhanced our learning environments to truly honour our belief in children as competent and full of wonder, worked to develop an organizational culture that is strength based and creates opportunities for growth and development for all of us, deepened our understanding of the principles of organizational democracy, provided care for thousands of children and their families, and experienced the growth of our organization from the three original to over 500 people working together on behalf of children and families.

### **About the role:**

At Compass ELC **Cobourg** you will work as an On-Call Program Educator alongside some of the most passionate, caring, and dedicated educators in the industry. You will spend your time engaging, connecting, and learning alongside children, families, community partners, and co-workers. You are passionate about early learning and care, emergent curriculum, and life-long learning. You are energetic, resourceful, and creative in your pursuits of creating learning opportunities, building connections, and engaging with children and families. As an on-call program educator you will work between 25 to 40 hours per week, Monday to Friday. This position does require applicants to have availability between 7 am and 6 pm.

Hours will be based on the needs and funding of the program.

### **Some accountabilities associated with the role include:**

- Plan, lead, and guide interest-based experiences throughout the day surrounding children's interests.
- Observing and documenting children's learning.
- Building relationships with families and including them in the learning process.
- Working as part of a team with Co-workers, Families, Community Partners and Children.
- Ensuring the safety of staff and children by learning and acknowledging all children's diverse needs, backgrounds, and creating equitable opportunities for all children to engage.
- Demonstrating respect for spaces by ensuring the safety and cleanliness of all equipment, furniture, and materials.

### **Skills and Qualifications:**

- Is familiar with the Child Care Early Years Act, and licensing standards in a childcare program.
- Has experience working/volunteering with children and youth.
- Possesses the training and documents required by the Ministry of Education, Compass Early Learning and Care, and the Child Care Early Years Act to work in a child care setting:
  - Clear Police Vulnerable Sector Check
  - Standard First Aid and CPR Level C
  - Updated immunization records (Or a signed and notarized refusal of affidavit or medical exemption).
  - Fully vaccinated for COVID 19 (\* Applications for exemptions will be considered only for the protected grounds under the Ontario Human Rights Code – disability (medical) and creed (religious). Accommodations, if granted, may vary from person to person and are not guaranteed).
  - Registered with the College of Early Childhood Educators, or has a post-secondary degree in a similar field (i.e. Child and Youth Care, Recreation and Leisure, Bachelor of Education, etc.) **Click here to enter text.**

### **How to Apply:**

Please send your resume and cover letter to [careers@compasselc.com](mailto:careers@compasselc.com).

To address issues of systemic inequity within our communities, we strongly encourage individuals from communities and groups that have historically been disadvantaged and/or marginalized, including First Nations, Métis and Inuit peoples, Indigenous Peoples of Canada, racialized persons, persons with disabilities, individuals who identify as women and/or gender diverse, 2SLGBTQ+ persons, and persons with lived or living experience of homelessness to apply.

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. We are committed to reducing barriers to employment and we encourage you to bring your true or whole self and way of being to the interview process. We welcome difference and we are happy to make meetings accessible based on your needs. Please contact Human Resources at: 705-749-3488 ext. 217, [hr@compasselc.com](mailto:hr@compasselc.com) or [careers@compasselc.com](mailto:careers@compasselc.com).

### **Additional Information**

#### **2022 Educator Rates per Hour:**

- Educators registered with the college of Early Childhood Educator's or Equivalent have a starting rate of \$21.10
- Starting rate for non RECE's is \$20.10
- Premiums of up to 2.75 will be applied to eligible positions

- Eligible split shift/school age shifts will be provided with a \$0.75 increase (not including summer camp, March break or PA Day shifts)
- Eligible positions will be provided with a \$2 wage enhancement

**Benefits:**

- Competitive wages (Living wage employer) (Provincial Wage Enhancements) (Shift Premiums)
- Benefits – health, 80% dental, paramedical \$1000.00 bundled, EFAP (Life Works)
- Health Savings Account -HSA- \$150.00 per year
- Professional Development Opportunities (internal and External) (12 hours per year compensated in time in lieu if completed outside work hours)
- Annual RRSP contribution - \$200
- First Aid and CPR Training paid for all permanent employees that have not let their certification expire
- Safe Food Handlers Training paid for those that require it for their role
- Reduced Child Care Expenses (20% discount)
- Paid Time Off - starting at 4% vacation accrued annually on hours worked/4% personal sick time accrued annually on hours worked
- Unpaid Time - an option to purchase up to 4 weeks unpaid time that is prorated off of 24 pays
- Family focused policies
- Networks and Committees
- Apprenticeship Sponsorship and some financial contribution up to \$2000.00