



Ditidaht First Nation

Physical Address:
Balaats'adt Village
Nitinaht Lake, British Columbia

P: 250-745-3333
F: 250-745-3332

Mailing Address:
P.O. Box 340
Port Alberni, BC V9Y 7M8

Email: reception@ditidaht.ca
Web: <https://nitinaht.com/>

Early Childhood Educator Job Posting

Job Title:	Early Childhood Educator (ECE)	Job Category:	Permanent Full-Time
Department:	Daycare	Rate of Pay:	\$26 -- \$30/ hour, based on qualifications and experience
Location:	Balaats'adt Village, Nitinaht Lake	Posting Date:	November 28 th , 2024
Reports To:	Daycare Manager	Closing Date:	Posted until filled.

Organization Overview

Ditidaht First Nation is a vibrant and culturally rich community located at the north end of Nitinat Lake on Vancouver Island, British Columbia. Our main community, Balaats'adt Village, serves as the administrative center and gateway to the world-renowned West Coast Trail. Committed to preserving our heritage, promoting the Ditidaht language, and fostering growth and development, we aim to provide exceptional services and support to our community and members while embracing the natural beauty that surrounds us.

Position Overview

We are seeking a passionate and dedicated Early Childhood Educator (ECE) to join our Ditidaht First Nation Head Start Child Care Program. Reporting to the Daycare Manager, the ECE will play a crucial role in providing a safe, nurturing, and culturally enriching environment for children aged 3-5 years. The ECE will incorporate Ditidaht culture and language into daily activities, fostering the physical, emotional, intellectual, and spiritual development of the children.

Key Responsibilities

- Ensure the continuous supervision, safety, and well-being of all children.
- Develop and implement culturally appropriate curriculum and activities.
- Plan, prepare, and implement stimulating, age-appropriate activities that promote children's social, emotional, cognitive, and physical development.
- Incorporate Ditidaht language and cultural practices into daily programming.
- Recognize and respond to each child's needs using developmentally appropriate teaching and behavior management techniques.
- Observe and document children's progress and development.

- Communicate regularly and openly with parents and guardians regarding children's well-being.
- Participate actively as a conscientious team member in caring for the children and in the overall operation of the program and center.
- Ensure compliance with all childcare licensing standards and Ditidaht First Nation policies.
- Maintain the play environments and storage areas in an organized and clutter-free condition.
- Participate in regular fire drills and other emergency procedures.
- Attend and participate actively in all programs, parental, or other staff meetings as required.
- Share responsibility for maintaining program equipment in good repair and assist with toy/equipment disinfecting.
- Engage in positive collaboration with other programs and early childhood educators in coordinating the effective use of equipment, facilities, and personnel.
- Participate in ongoing professional development and attend/maintain all mandatory training requirements.
- Assist the Child Care Program Manager in maintaining a safe and healthy work environment by promptly reporting any existing and/or potential workplace hazards.

Key Skills

- Strong knowledge of early childhood development and best practices.
- Ability to create engaging, culturally relevant lesson plans.
- Excellent communication and interpersonal skills.
- Ability to build trusting relationships with children, families, and staff.
- Knowledge of health, safety, and nutritional requirements for young children.
- Proficiency in observing and recording children's behavior and progress.
- Team player with a collaborative approach.
- Adaptability and flexibility in a dynamic work environment.
- Basic computer skills, including familiarity with Microsoft Office.
- Understanding of Indigenous cultures, with a preference for familiarity with Ditidaht traditions.

Qualifications

- Valid Early Childhood Educator License to Practice in British Columbia.
- Early Childhood Education/Development certificate or diploma.
- Minimum of two (2) years of experience working with young children in a licensed child care setting.
- Current First Aid and CPR Certification.
- Clear Criminal Record Check, including Vulnerable Sector Check.
- Knowledge of Ditidaht culture, traditions, and language, or willingness to learn.
- An acceptable combination of education and experience may be considered.



- **Note:** We encourage applications from individuals whose backgrounds may not align perfectly with the qualifications listed but who bring a unique perspective and experience to the role.

Other Requirements

- Up-to-date immunizations as per licensing requirements.
- Ability to physically participate in activities with children, including lifting and outdoor play.
- High degree of trust and confidentiality.
- Maintain positive, professional working relations with staff, community, and partners.
- Lifestyle consistent with the duties and responsibilities of the position.
- Must demonstrate professionalism while dealing with sensitive issues including tact, discretion and sound judgment.
- Clear Criminal Record Check and Vulnerable Sector Check (available upon request).
- Willingness to be office-based in the Nitinaht Lake community.
- Knowledge of the Ditidaht language or a willingness to learn is considered an asset.

Core Competencies & Personal Characteristics

Core Competencies

- **Holistic Thinking and Stewardship:** Understands the interconnectedness of community, environment, and cultural heritage; cares for the Ditidaht people and natural environment to promote overall well-being and sustainability.
- **Cultural Pride and Knowledge:** Values, upholds, and actively promotes Ditidaht traditions, language, and heritage, fostering a strong sense of identity and continuity among community members.
- **Adaptability and Innovation:** Integrates traditional practices with modern advancements, demonstrating resilience, flexibility, and creativity in adapting to change and managing multiple priorities.
- **Community Engagement and Collaboration:** Actively contributes to the community's well-being through strong relationships, teamwork, and participation in initiatives and events.
- **Effective Communication and Respect for Diversity:** Communicates ideas clearly and appreciates diverse backgrounds and perspectives, fostering inclusivity and meaningful interactions.
- **Economic Initiative:** Seeks and develops opportunities that support the Nation's economic growth and sustainable prosperity, aligning efforts with community goals.
- **Client Service Excellence and Hospitality:** Delivers high-quality, responsive service; welcomes and shares resources generously, reflecting the Ditidaht tradition of hospitality.

Personal Characteristics



- **Respectful and Empathetic:** Honors individuals, traditions, and the community; understands and shares the feelings of others, fostering a supportive and inclusive environment.
- **Committed and Accountable:** Demonstrates dedication to community goals; takes ownership of tasks and obligations, ensuring dependability and responsibility in all duties.
- **Resilient and Energetic:** Maintains a positive attitude during challenges; adapts effectively to setbacks; displays enthusiasm and passion while maintaining productivity and balance.
- **Honest and Transparent:** Upholds truthfulness and openness, building trust through integrity in all actions.
- **Culturally Grounded:** Respects and appreciates cultural and spiritual traditions; shows a willingness to engage in cultural activities and incorporates cultural practices into work and community engagement.
- **Proactive and Innovative:** Acts as a self-starter who takes initiative; embraces creativity and new ideas to address challenges with minimal supervision.

Hours of Work

- 8:30 am – 4:30 pm, 8:00 – 4:00 or 9:00 to 5:00, Monday to Friday

Salary and Benefits

- Competitive wage based on experience and qualifications,
- Opportunities for professional development and training.
- Paid time off and sick leave.
- Supportive work environment with a focus on work-life balance.
- Potential for career advancement within the organization.

Application Process

This posting will close when the position is filled. Apply by sending your cover letter, with position you are applying for, resume, proof of educational credentials, and contact information for three professional references to:

Email: admin@ditidaht.ca

Ditidaht First Nation is committed to employment equity and welcomes diversity in the workplace. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

General Contact Information

Ditidaht First Nation Administration Office
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