



# Ditidaht First Nation

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## Infant and Toddler Educator Job Posting

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Job Title:	Infant and Toddler Educator	Job Category:	Permanent Full-Time
Department:	Daycare	Rate of Pay:	\$27 – 31/ hour based on qualifications and experience
Location:	Balaats'adt Village, Nitinaht Lake	Posting Date:	November 28 <sup>th</sup> , 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 nurturing and experienced Infant Toddler Educator to provide high-quality care and education for infants and toddlers in our program. Reporting to the Daycare Manager, the Infant Toddler Educator will create a warm, secure, and culturally enriched environment that supports the unique needs of our youngest community members.

### Key Responsibilities

- Help to ensure the continuous supervision, safety, and well-being of all children.
- Help to develop and implement culturally appropriate curriculum and activities.
- Support the ECEs to plan, prepare, and implement stimulating, age-appropriate activities that promote children's social, emotional, cognitive, and physical development.
- Assist ECEs in delivering educational programs and activities.
- Plan and implement developmentally appropriate activities for infants and toddlers.
- Provide a safe, nurturing, and stimulating environment for young children.
- Develop and maintain individualized care plans for each infant and toddler.

- Implement routines that support infants' and toddlers' needs for eating, sleeping, and diapering.
- Foster secure attachments by being responsive and nurturing to each child.
- Incorporate Ditidaht cultural teachings and language into daily interactions.
- Monitor and document children's growth, behavior, and development.
- Communicate daily with parents about their child's experiences and development.
- Ensure health, safety, and nutritional standards are met.
- Collaborate with colleagues to support program goals.
- Ensure all licensing requirements specific to infant and toddler care are met.
- Maintain cleanliness and hygiene standards in accordance with licensing requirements.
- Participate in ongoing professional development.

## Key Skills

- Specialized knowledge of infant and toddler development.
- Strong caregiving skills with attention to individual needs.
- Expertise in responsive caregiving and understanding non-verbal cues.
- Ability to create a calm and soothing environment for infants and toddlers.
- Excellent observation and documentation abilities.
- Proficiency in creating sensory-rich activities appropriate for young children.
- Effective communication and relationship-building skills.
- Patience, compassion, and a calming presence.
- Ability to work collaboratively and adapt to changing needs.
- Familiarity with licensing regulations and best practices in infant-toddler care.
- Knowledge of early intervention strategies for developmental delays.
- Willingness to learn and incorporate cultural teachings.
- Basic first aid skills.
- Basic knowledge of health and safety regulations in a childcare setting.
- Strong observational skills to monitor children's health and development.
- Enthusiasm for working with children and fostering their growth.
- Team player with a collaborative approach.
- Adaptability and flexibility in a dynamic work environment.
- Understanding of Indigenous cultures, with a preference for familiarity with Ditidaht traditions.

## Preferred Qualifications

- Valid Early Childhood Educator License to Practice with Infant/Toddler Education designation in British Columbia.
- Minimum of two (2) years of experience working with infants and toddlers.
- Training in infant mental health or early childhood intervention is preferred.
- Current First Aid and CPR Certification.
- Food Safe Level 1 Certification, or willingness to obtain.



- Certification in Safe Sleep Practices, or willingness to obtain.
- Clear Criminal Record Check, including Vulnerable Sector Check.
- Knowledge of Ditidaht culture, traditions, and language, or willingness to learn.
- Experience working with infants and toddlers in an Indigenous community setting.
- 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, Monday to Friday with some flexibility.

#### 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, resume, proof of educational credentials, and contact information for three professional references to:  
Email: [admin@ditidaht.ca](mailto: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    Phone: 250-745-3333



Job Posting – Infant Toddler Educator

Date Posted: November 28<sup>th</sup>, 2024

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