



*Job Posting: Children First Society*

## **Infant Practitioner**

The Children First Society in Inuvik, NT is licensed for up to 127 attendees, ages 6 months to 12 years old. The Infant Practitioner will provide quality care for the children during their developmentally rich first years of life. This position will provide for the physical, cognitive, emotional, and social well-being of infants. Under the direction of the Infant Team Leader the position will follow the policies of the board and NWT Day Care Regulations to ensure a quality infant program.

### ***Experience and Qualifications***

As an infant childhood practitioner you have a diploma in Early Childhood and have some experience caring for infants, or perhaps you have worked in a child care centre. You may have taken some extra workshops or courses on infant development. Your experience in caring for children will allow you to work with the program team to implement intentional practice following the interests and needs of the children to develop an exciting infant program. You enjoy the idea of nurturing young children to grow and develop in a positive way. You are willing to learn about the new NWT Day Care regulations and requirements to allow you to carrying out policies and procedures established by the Board to ensure a safe environment for infants and toddlers.

### ***Personal Suitability***

Your strong social skills allow you to interact appropriately with families during this exciting time of development. As a dynamic team member you assist to develop and provide an inspiring daily program and reports about the babies' food consumption, emotional state and sleep patterns. Your nurturing attitude help children feel secure and develop trust. Your sound work ethics encourage you to be consistent and fair in a culturally diverse program. The flexibility you demonstrate is an asset to supporting staff, infants and their families.

### ***Compensation***

Compensation will be negotiated based on experience but with a diploma in Early Childhood will start from \$24.50 per hour. Details will be finalized with the successful candidate.

### ***Applications***

Applications including cover letter and resume should be emailed to:

Children First Society  
Attn: Infant Program Hiring  
execdir@childrenfirstsociety.org

Application deadline until a suitable applicant is found.

A copy of this poster and a detailed job description is available on request to the email above or visit our Job Opportunities page on our website: [www.childrenfirstsociety.org](http://www.childrenfirstsociety.org).



## Job DESCRIPTION

<b>Position Status</b>	<b>Position Title</b>
<b>Full Time, Indeterminate</b>	<b>Infant Practitioner</b>

### PURPOSE OF THE POSITION

The position provides care and learning in the infant program of the Children First Centre, which is a licensed daycare with 127 spaces for children aged 6 months – 12 years old. Under the direction of the Executive Director, the position will follow the policies of the board and NWT Day Care Regulations to ensure adequate care, supervision and a developmentally appropriate program for the infants.

### SCOPE

Located in Inuvik the incumbent reports to the Executive Director and Team Leader and is responsible for the day to day care children in the infant program, which are 6 month to 2 years of age.

### Responsibilities

- 1. Develop a daily program that meets the goals and objectives of the Children First Centre, and the daily program requirements in the *Child Day Care Standards Regulations* using intentional practice.**

### Main duties:

- Observe infants to record interests and needs
- Plan and implement activities to meet the Children First Centre goals and the cultural, physical, emotional, intellectual and social needs and interests of the children in the infant program
- Develop weekly and monthly schedules of the daily program that follow intentional practice meeting the individual needs of the infants
- Develop and maintain a portfolio for each infant to track the developmental needs and interests of the child
- Maintains an open, friendly, and cooperative relationship with each child and family



- f. Talks, sings, and reads to infants frequently.
- g. Assist with feeding, diapering, sleeping and other physical routines as needed.
- h. Advise the Executive Director or Team Leader of equipment and maintenance needs
- i. Ensure equipment and the facility are clean, and safe at all times
- j. Follow sanitary, health and safety regulations.
- k. Involve self in spontaneous play.
- l. Encourage creativity and individuality of each child.
- m. Communicate verbally and non-verbally with the children at an appropriate level.

## **2. Supervise the children attending the facility.**

### **Main duties:**

- a. Ensure that children are supervised at all times
- b. ensure required staff:child ratios in the infant programs
- c. Promotes feelings of security and trust in infants and toddlers.
- d. Greets infants and their parents warmly and with enthusiasm each morning
- e. Assures that: each infant and toddler is warmly greeted upon arrival; each infant is held; and each child is gradually assisted to become a part of the small group
- f. Responds quickly in a soothing and tender manner to infants' cries or calls of distress.
- g. Responds consistently to infants' needs for food and comfort.

## **3. Establish routines and procedures consistent with the Children First Centre policies.**

### **Main duties:**

- a. Identify and teach positive behaviours expected of children
- b. Adjust expectations to match the development levels of the children
- h. Implements individualized feeding plans for children; respects individual preferences and eating styles; sits with toddlers and shares family-style meal; models manners and good nutrition.
- i. Tends to children's personal hygiene needs, remaining especially attentive to them during routines such as diaper changing, cleaning, feeding, and changing soiled or wet clothes.
- j. Correct children using positive developmentally appropriate discipline
- k. Respects infants' curiosity about each other; ensures that children treat each other gently.
- l. Maintain a professional attitude and confidentiality within the program at all times.

## **3. Communicate regularly with parents and encourage their participation.**

### **Main duties:**

- a. Keep parents informed of their child's progress and participation in the daily program
- b. Establish regular communication with parents
- c. Assist with and encourage opportunities for parents to be involved in the daily program,



**4. Pursue ongoing professional development through appropriate courses, seminars or workshops.**

**5. Perform other duties as required.**

**Requirements, Skills and Knowledge:**

- Working towards/complete a post-secondary program in Infant development – certificate, or diploma
- Developing understanding of infant development theories and promising practices
- Experience in infant care is an asset
- Playful
- Nurturing
- Knowledge of relevant legislation, policies and procedures
- an understanding of the northern cultural environment
- Be able to maintain strict confidentiality in performing duties
- Team Player
- Effective positive communication skills
- Demonstrate sound work ethics
- Current Standard First Aid
- Satisfactory criminal record check, including a vulnerable sector search, completed by the RCMP
- Statement about whether or not there are any outstanding criminal charges, and details
- Up-to-date immunizations
- Tuberculosis screening