

# Position Description

<b>Title</b>	Casual Early Childhood Educator Certificate III
<b>Business Unit</b>	Early Learning Ballarat
<b>Location</b>	TBC
<b>Employment type</b>	Casual
<b>Reports to</b>	Early Learning Program Manager

## About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

**Our purpose:** To inspire people, enliven communities and confront injustice

**Our values:** We are imaginative, respectful, compassionate and bold

## 1. Position purpose

The Relief Early Childhood Educator (Diploma) will be responsible for ensuring all children and families attending the service are provided with a safe, stimulating and supportive environment. The position will include supervision and assistance to other Early Years educators within the service to ensure practices and processes are consistent with regulatory compliance.

Relief Early Childhood Educators (Diploma) are responsible for ensuring that all requirements of the Education and Care Services National Law and Acts, National Quality frameworks and policies and procedures of Uniting for all Early Years services are met.

## 2. Scope

**Budget:** *nil*

**People:** *nil*

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#### 3. Relationships

##### Internal

- Team Leader
- Room Leader
- Early Years Educators
- Early Learning Coordinator
- Educational Leader

##### External

- Children, families and members of the community
  - Department of Education and Training
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#### 4. Key responsibility areas

##### Consumer support

- Implement the Early Years Learning Framework by reinforcing the daily practices of the service to provide young children with opportunities to maximise their potential and develop a foundation for future success in learning.
- Provide by positive interactions and a professional approach to all Early Years educators and children within the service.
- Effective communication with parents and co workers
- Assist in the implementation of daily care routines and provide a healthy, safe and welcoming environment.
- Foster and promote a continuous learning environment that responds to the needs of services.
- Identify and participate in personal development that ensures the continuing high delivery of services.

##### Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
  - Based on a relationship with a current member of Uniting's workforce
  - Based on my ongoing work with another organisation

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#### 5. Performance indicators

The Relief Early Childhood Educator (Diploma) will require flexibility in their time and be prepared to be called in with short notice.

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|------------------------------|--|
| <b>Outcomes</b>              | <ul style="list-style-type: none"><li>• Relief Early Childhood Educators (Diploma) are valued and respected across teams.</li></ul>  |
| <b>Training support plan</b> | <ul style="list-style-type: none"><li>• Onsite site induction</li><li>• Onsite support</li><li>• Support and guidance from Team Leader</li><li>• Online training and development</li><li>• Access to training and development</li><li>• Performance review and development plans may be conducted annually</li></ul> |
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#### 6. Person specification

##### Qualifications

- Certificate III of Early Childhood Education and Care.

##### Experience

- Relevant experience in early childhood.
- Knowledge of the statutory requirements related to Early Years.

##### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
  - Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
  - Excellent communication and interpersonal skills particularly in relation to children, parents, other staff and the wider community.
  - Demonstrated ability to ensure confidentiality of information at all times.
  - Demonstrated ability to relate positively to a large range of people from diverse backgrounds.
  - Demonstrated ability to use computers efficiently including Word and Outlook.
  - These are normally core technical and or professional/leadership (soft skills) capabilities (within a capability framework if inexistence), areas of knowledge or practice that the incumbent must regularly call upon, or other key success factors for this position
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#### 7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking. It is a condition of employment that all eligible workforce receive the COVID-19 vaccination and supporting evidence may be requested in order to perform duties at any of Uniting's workplaces.

**This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.**

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#### 8. Acknowledgement

I have read, understood, and accepted the above Position Description

##### Employee

Name:

Signature:

Date: