



External Employment Opportunity
Early Childhood Educator
Hulitan Early Years Centre
Nə́cel̓ḡəx^w Aboriginal HeadStart Childcare Program
Full Time Temporary Position (1 year with potential to extend)

Join the Hulitan Family!

Hulitan Family and Community Services Society is a unique Indigenous non-profit located in the Westshore Community of Southern Vancouver Island. Our mission is to preserve, unify and advocate for Indigenous families by supporting healing and fostering resilience through culturally rooted programs, services, and collaboration with community partners. Hulitan empowers Indigenous families and future generations, walking alongside them and using the cultural principles of Respect, Connectedness, Humility, and Integrity.

We opened our Early Years Centre September 2024, which includes our Nə́cel̓ḡəx^w Aboriginal HeadStart Childcare Program with 48 childcare spaces for Indigenous children, a before and after school care (opening September 2025), our Journeys of the Heart Program, and Family Support.

Position Description

We are seeking an Early Childhood Educator to join our family within our Nə́cel̓ḡəx^w Program. This position will be a temporary, full time position covering vacation and sick leaves, and will require working within all childcare classrooms, with 8 hour shifts occurring between 7:15 and 5:45. Practicing with a trauma informed lens, the Early Childhood Educator will work collaboratively with Infant Toddler Educators, Early Childhood Education Assistants, the Program Coordinator, and support staff to implement culturally rooted programming and support the overall well-being of Indigenous children in our infant toddler and 3–5-year-old classrooms. Our ECEs will support the six components of Aboriginal Headstart: Culture and Language, Education and School Readiness, Health Promotion, Nutrition, Parent and Family Involvement, and Social Support.

Responsibilities

- Ensure the health, safety, and well-being of all children in the program, following relevant policies, procedures, and regulations, and promoting active play, rest, school readiness, and nutrition.
- Provide direct facilitation of daily activities of the program, including circle time activities and songs, the classroom schedule and transition times, active play, free play, curriculum time, nutrition time, rest time and outdoor time.
- Support children with healthy nutrition and hygiene habits (toileting/diapering, hand washing, changing soiled clothing, trying foods, eating, and listening to body cues) through role modeling, education, supportive guidance, and assistance.
- Implement culturally rooted curriculum and activities that support the holistic development of the children, incorporating traditional teachings, language, and practices.
- Foster a nurturing and inclusive learning environment that promotes the social, emotional, cognitive, and physical development of each child, respecting their individual strengths, needs, and interests.
- Conduct ongoing observations and assessments of children's development, and classroom and peer engagement to inform individualized planning and support. Communicate with families if any concerns or areas of development arise and work to support referrals or interventions as needed.

- Work collaboratively with other staff members, Elders, educators, and support staff, to create a cohesive and supportive team environment that prioritizes the needs and interests of the children and families we serve.
- Engage in ongoing professional development opportunities to build on knowledge and skills in early childhood education, Indigenous culture, trauma-informed care, and other relevant areas.

KNOWLEDGE AND ABILITIES:

The successful candidate will possess experience that will satisfy all or most of the following:

- Strong understanding of early childhood growth and development, teaching and learning strategies, the practice of guiding children’s behavior, and an ability to provide/willingness to learn to provide early childhood education and school readiness activities that are culturally rooted.
- Demonstrate a knowledge of which traditional territories that you will be practicing on, respect for Indigenous cultures, and a willingness to learn.
- Commitment to continual work and reflection on decolonizing practice in work with children and families and speak to the actions you are taking.
- Understanding of the provincial acts as they relate to children, youth, and families.
- Ability to work collaboratively and build positive relationships and communication with children, peers, families, and community members.
- Knowledge of trauma informed practice and values that align with creating an inclusive environment.

EDUCATION AND EXPERIENCE:

The successful candidate will possess education and experience that will satisfy all the following:

- Valid Certification with the BC Early Childhood Registry- Early Childhood Education Certificate.
- A clear criminal record check (including working with vulnerable people sector).
- A current and valid first aid certificate with infant and child CPR
- Provide record of immunization status.
- Experience working in a licensed childcare setting.
- Experience working with Indigenous families a strong asset.
- Physical ability to work with children, including lifting children (up to 50 lbs.), playing with and engaging in activities with children, and ability to be outdoors 3 hours per day.

What We Give in Return:

We recognize the importance of family and wellness while doing this challenging work. Staff at Hulitan have 15 vacation days yearly, 12 sick days yearly, and an additional 6 sick days for those with children under the age of 12. In addition, you have access to support from our resident Elder and our Cultural Connections Coordinator and opportunity for ongoing training. Hulitan Early Years staff receive reflective supervision and frequent team and peer check-ins. We offer a supportive collaborative environment that fosters personal growth, and lasting connections.

Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Indigenous Ancestry

Please submit your resume and **cover letter** attention to:

Sarah McDonald, Manager of Early Years

e-mail: smcdonald@hulitan.ca

Only those selected for interviews will be contacted.

Closing date is July 25th, 2025, at 4:30 p.m.

Starting wage is \$28.00 per hour. In addition to this wage, you will receive the Early Childhood Educator Wage Enhancement of \$6.00/hr.