



# Penticton Indian Band

841 Westhills Drive  
Penticton, British Columbia V2A 0E8

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## Employment Opportunity

The Penticton Indian Band (PIB) is currently seeking an ambitious and qualified individual to fill the following position:

<b>Position Title:</b>	Developmental Support Worker	<b>Classification:</b>	3	\$20-\$25 per hour (Based on education & experience)
<b>Department:</b>	Daycare	<b>Type:</b>	Non-managerial	
<b>Status:</b>	Full-Time; Permanent	<b>Hours of work:</b>	37.5 Hours per week	
<b>Responsible To:</b>	Child Care Programs Manager			
<b>Location:</b>	Little Paws Children Centre – 162 Westhills Crescent, Penticton, BC V2A 0E8			
<b>Deadline:</b>	<b>June 20, 2022</b>			

## Job Summary:

Under the direction of the Child Care Programs Manager and the Early Childhood Educator Coordinator and with the input of developmental specialists, the Developmental Support Worker will facilitate the progress of children assigned to them within the Little Paws Children's Centre. The Developmental Support Worker integrates specific goals of a child's behavior plan and strategies into the daily routines and peer interactions of each child. In addition, the Developmental Support Worker maintains a trusting and positive relationship with each child and with the team.

## Core Competencies:

- Accountability
- Adaptability
- Communication
- Organizational Relationship Building
- Planning and organizing
- and
- Teamwork
- Problem solving
- Ethics and integrity

## Duties/Responsibilities:

### Job Responsibilities and Work Performed

- Collaborates with ECEs and child development team to understand and implement facilitation strategies for each child
- Follows and gives feedback to documented plans and processes as directed by the supervising ECE
- Prepares materials and activities for each child as directed
- Helps to integrate children with developmental needs and challenging behaviors with their peers
- Documents with notes how each child assigned to them is responding to the strategies
- Functions as part of the team to implement positive behavior support in the Children's Centre
- Develops a trust relationship with each child assigned
- Observes and reinforces all progress towards documented goals

### External responsibilities

- Represent PIB and Little Paws Children Centre offsite
- Supervise during extracurricular activities, track, and field, pow wows, etc.
- Positive role model always
- Positive/healthy choices always

**Reports to:**

- Little Paws Children Centre Child Care Programs Manager

**Accountability**

The following are representative of the expected deliverables and standards for this position:

- Report to Child Care Programs Manager and ECE Coordinator progress of students
- Keeps ECE Coordinator up to date on the implementation of the program
- Attends team meetings and staff meetings when invited
- Assists in maintaining learner records required for the Positive Behavior Support plan
- Follows all established reporting procedures as developed by the Child Care Programs Manager

**Relationships**

Supervision received and given will be at a medium level. Supervision will involve working with children with developmental delays

- Develop a positive and respectful professional relationship with children, daycare colleagues and parents
- Advocate for conditions of success for children with specialized needs
- Maintain positive, supportive, professional relationships within the education community and with the PIB community

**Decision Making**

Based on knowledge of each child's plan, the Developmental Support Worker will make moment to moment decisions on how to respond and reinforce each assigned child positively and compassionately. They will make decisions on how to integrate a child with peers in a safe and friendly manner and they will work to positively decrease/extinguish behaviors identified in the child's plan. The Developmental Support Worker will also be tasked with prudent decision on when to ask for additional support and collaboration with the team

**Qualifications/Requirements:****Minimum Academic/Educational Requirements**

- Post-secondary education in a health or early childhood education related field preferred. A combination of education and experience

**Other Certification, Licenses, Designations and/or Training**

- Diplomas, certificates, or other evidence of recent training related to child growth / development, health and safety or nutrition
- Current First Aid certificate
- Successful candidates will be required to provide a Criminal Record Check and professional references

**Specific Job Skills and Levels**

- Strong understanding of children with behavior challenges
- Detailed oriented with a high level of organizational and interpersonal skills
- Ability to work independently and part of a team
- Must be physically capable of performing duties of the position which includes lifting, jumping, squatting, self-help tasks (dressing, toileting, feeding)
- Excellent communication skills, both verbal and written
- Intermediate computer skill level including proficiency in Microsoft word and excel

**Minimum Level of Experience**

- 1 year of experience in related field

**Personality Traits (Required to be successful in position)**

- A passion for working with children
- Patient
- Professional
- Accountable
- Respectful
- High Energy
- Optimistic
- Sense of Humor

**Assets:**

- Experience working with children in a childcare or recreational setting.
- Knowledge of sign language.
- Knowledgeable about the language and culture of the Syilx people.

**Working Conditions:**

- Safe work environment
- Drug and alcohol-free workplace
- Busy, engaging work tasks
- Overtime as required.

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

**Deadline:**

June 20, 2022

**Send your Resume to Senior Manager, Human Resources**

**Rory Gabriel at [jobs@pib.ca](mailto:jobs@pib.ca)**

All Penticton Indian Band employees are encouraged to learn about the culture, language and customs of the Okanagan people and must be willing to continuously upgrade their skills and knowledge and further their formal education. The Penticton Indian Band provides equal employment opportunities to all, regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, political belief, and creed, disability that does not prohibit performance of essential job functions or that cannot be accommodated, or conviction for which a pardon has been granted. However, where two or more applicants have comparable or equivalent skills and qualifications, preference shall be given, in the following order, to persons with specific knowledge of and/or experience with Sn'Pink'TN (Penticton) language (N'syilxcen), culture, history and customs; persons of Aboriginal, Métis or Inuit ancestry; and all others. We thank all those who apply; however, only those candidates selected for interview will be contacted.