

## Position Description

|                                        |                                                                                                                                                         |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Position Title</b>                  | <b>Early Childhood Educator – Cert III</b>                                                                                                              |
| <b>Directorate / Service / Program</b> | BCYF – Bethany Kindergarten Services Limited                                                                                                            |
| <b>Reports to</b>                      | Early Childhood Teacher                                                                                                                                 |
| <b>Classification</b>                  | This position is classified under the Victorian Early Childhood Teachers and Educators Agreement 2020 (VECTEA) Level 1.1 to 1.6 depending on experience |
| <b>Date Revised</b>                    | September 2023                                                                                                                                          |

### ABOUT US

Barwon Child, Youth & Family and Bethany have merged. We are now Meli, the new name for more than 150 years of care. Meli is a Victorian not-for-profit organization, with the purpose of supporting people and strengthening communities.

Meli is the Barwon region's largest provider of kindergartens and vital community support services including foster and kinship care, family services, family violence services for women, men and children, school engagement, youth justice, mental health, drug and alcohol services, homelessness support, family and relationship counselling, financial counselling, Gambler's Help, emergency relief and NDIS services.

**Our Purpose:** Supporting people, strengthening communities.

**Our Vision:** A fair, safe and inclusive community where everyone can thrive.

**Our Values:** Build Connection, Show Courage, Inspire Action, Celebrate Difference, Be Dynamic.

**To learn more about Meli please visit [meli.org.au](https://meli.org.au).**

### POSITION OVERVIEW

With support and direction, the Early Childhood Educator (Cert III) is responsible for contributing to the delivery of quality early childhood education programs for each child. The position works as part of a team to ensure kindergarten operations comply with relevant legislation, regulations, policy and procedure including appropriate supervision of children and the creation of a safe, inclusive and healthy kindergarten environment

### KEY ACCOUNTABILITIES

**Duties of this position may include, but are not limited to the following:**

- Contribute to the delivery of high quality, inclusive early childhood education programs that are compliant with the Education and Care Services (ECEC) National Act and Regulations and in line with the Victorian Early Years Learning Framework and ECEC National Quality Standards.
- Act as the Responsible Person as required in accordance with the requirements of the ECEC Services National Regulations 2011 in the absence of the Nominated Supervisor or when requested by the Approved Provider.
- Develop and maintain respectful relationships with children, families, colleagues, and partner agencies.
- Identify, respond and report concerns regarding child safety and wellbeing.
- Provide appropriate and adequate supervision of children.
- Assist the ECEC Teacher in providing induction and support for new employees, students and parent helpers as required.
- Actively participate in kindergarten activities including staff meetings, quality assurance and improvement processes, working groups and project groups as required.
- As required, undertake daily, weekly, monthly and annual audits associated with the delivery of an early childhood education program to ensure buildings and grounds comply with DET, BKS and

OH&S requirements. This includes undertaking evacuation, emergency management and lockdown drills.

- Participate, promote and demonstrate effective and positive communication across the Bethany Group and with external agencies.
- Ensure records are maintained to meet business, regulatory and legal requirements.
- As part of the team, undertake preparation activities, ensure general cleanliness and set up and pack up of equipment and activities.
- As directed, undertake administrative tasks and reporting associated with the delivery of a kindergarten program

#### **Organisational Accountabilities:**

- Other reasonable duties as directed
- Apply Meli's quality and risk management frameworks.
- Understand and comply with the standards of a child safe organisation in both practice and culture.
- Active involvement in professional development to build knowledge and skills.
- Make decisions following the values, and the relevant standards, practices, policies, procedures, regulations, industrial instruments and legislation.

### **QUALIFICATIONS, SKILLS AND EXPERIENCE**

- Certificate III in Children's Services (or equivalent as approved by Australian Children's' Education and Care Quality Authority - ACECQA).
- Knowledge of the National Education and Care Services Act and Regulations 2011 and the Victorian Early Years Learning Framework and ECEC National Quality Framework and Standards.
- Good communications skills.
- Ability to work independently and co-operatively in a team environment.
- Experience working with children.

### **OTHER REQUIREMENTS OF THE ROLE**

All employees must undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- Working with Children Check
- National Police Check
- International Police Check (if required)
- Hold and maintain the appropriate First Aid and CPR qualifications
- Have the right to work in Australia

### **KEY STAKEHOLDERS**

- BCYF – Bethany Kindergarten Services Limited
- Children & Families
- Department of Education

### **PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE**

Meli is committed to creating inclusive spaces that are accessible for everyone by reducing and/or removing barriers through reasonable adjustments.

The following table shows the physical and psychological work environment characteristics that have been identified as part of this role. Where possible, Meli will make reasonable adjustments to support individuals to succeed in their roles.

| <b>REQUIRED ACTIVITIES / WORKING ENVIRONMENT</b>              | <b>FREQUENCY</b> |
|---------------------------------------------------------------|------------------|
| <b>Computer based tasks, sedentary position, office based</b> | Sometimes        |

|                                                                                                                                                                                              |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>Repetitive manual tasks</b>                                                                                                                                                               | Often     |
| <b>Working in buildings which may have stairs</b><br>(Reasonable adjustments can be made)                                                                                                    | Rarely    |
| <b>Driving, in &amp; out of vehicles</b><br>(If driving is required, must hold current Victorian Driver Licence)                                                                             | N/A       |
| <b>Bending, lifting, pushing, pulling</b>                                                                                                                                                    | Often     |
| <b>Working alone or at a co-located site</b>                                                                                                                                                 | Rarely    |
| <b>Confrontational/confronting situations</b><br>(Due to the nature of our work, there may be times when staff are exposed to behaviour, language and/or situations that can be confronting) | Sometimes |
| <b>Working outside in differing weather conditions</b>                                                                                                                                       | Often     |
| <b>Working on-call and/or after hours</b>                                                                                                                                                    | N/A       |
| <b>Attending external locations including client homes</b>                                                                                                                                   | N/A       |

## INCLUSION STATEMENT

Meli is committed to being a place where everyone has a sense of belonging.

We embrace the unique perspectives and experience of our people and our community, and their voice is at the heart of our values and decision making.

We aim to be courageous as we learn, grow, and evolve as an accessible, inclusive and safe organisation for people of all identities.

We are working to create a team of people who reflect the diverse community we support. Aboriginal and Torres Strait Islander, LGBTQIA+, culturally diverse people, those living with a disability, and those looking to return to the workforce following a break in their career, are encouraged to apply for our roles.

## CHILD SAFETY STATEMENT

Meli is committed to child safety in every aspect of the organisation. We take deliberate steps to protect children from physical, sexual, emotional, and psychological abuse and neglect. Our organisation fosters openness to create a culture in which everyone – staff, parents, carers, and children – feel confident, enabled, and supported to safely disclose child safety or wellbeing concerns.

We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children and young people. This includes providing a safe environment for children and young people with a disability, who are Aboriginal and Torres Strait Islander, from culturally and/or linguistically diverse backgrounds or who identify as LGBTI+.

Meli's policies and practices promote the safety and wellbeing of children and establish an effective, consistent approach to prevent, respond to and encourage the reporting of allegations of child abuse and harm.

All children, their families and carers should feel welcome at Meli, including feeling able to express their identity and raise concerns about their own or others' safety.

## EMPLOYEE DECLARATION

I have read and understood this Position Description and in signing this document agree that I can fulfill all the requirements of the position described in this document. Additionally, I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

|              |                   |              |
|--------------|-------------------|--------------|
| <b>Name:</b> | <b>Signature:</b> | <b>Date:</b> |
|              |                   |              |

**Note:** The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.