



Little Mountain Neighbourhood House Society
#102-1193 Kingsway, Vancouver, BC V5V-3C9
Phone: 604-879-7104 Fax: 604-879-7113

INTERNAL JOB POSTING

Posting Date: Monday July 6, 2026,

Closing Date: Friday July 17, 2026,

Number of positions: 4

Infant & Toddler Educator (ITE) – Full-Time

Job Summary

Little Mountain Neighbourhood House Society (LMNHS) is seeking a passionate, reflective, and relationship-focused **Infant & Toddler Educator (ITE)** to join our licensed Infant & Toddler Program. This is a **full-time position** working with children **3 months to 36 months of age** in a nurturing, inclusive, and high-quality early learning environment.

Our Infant & Toddler programs are guided by the **British Columbia Early Learning Framework (BC ELF)** and inspired by the **Resources for Infant Educators (RIE®) Philosophy** developed by Magda Gerber. We believe that infants and toddlers are capable, competent, curious, and active participants in their own learning and development.

Through respectful relationships, **Primary Caregiving**, responsive interactions, uninterrupted play, and individualized care routines, our educators create a calm and secure environment where each child develops a strong sense of well-being, belonging, confidence, and independence.

If you believe that caring routines are meaningful learning opportunities and are passionate about building trusting relationships with young children and their families, we would love to hear from you.

Key Responsibilities

Relationship-Based Care

- Develop warm, respectful, and responsive relationships with infants, toddlers, families, and colleagues.
- Serve as a Primary Caregiver for an assigned group of children, building secure attachments and providing continuity of care.
- Respect each child's unique temperament, developmental pace, culture, and family values.
- Communicate with infants and toddlers using calm, respectful, and responsive interactions throughout the day.

Curriculum & Learning

- Support children's learning through play, exploration, observation, and meaningful interactions.
- Plan and implement an emergent curriculum guided by children's interests, developmental needs, and the BC Early Learning Framework.
- Recognize caregiving routines—including feeding, diapering, dressing, and sleeping—as opportunities for relationship-building, communication, and learning.
- Encourage uninterrupted, self-directed play that promotes curiosity, problem-solving, movement, and confidence.
- Observe, document, and reflect on children's learning to support ongoing curriculum development.
- Contribute to pedagogical documentation that makes children's learning visible to families and colleagues.
- Help create beautiful, calm, and engaging learning environments where the environment serves as the "third teacher."

Daily Care Responsibilities

- Follow individualized routines for feeding, sleeping, diapering, toileting, and comfort based on each child's needs.
- Maintain accurate daily records of children's meals, diapering, sleep, health, and developmental observations.
- Support children in developing independence through respectful caregiving practices.
- Maintain active supervision while ensuring children's health, safety, and emotional well-being.
- Follow all safe sleep practices and health guidelines.



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- Prepare and serve nutritious meals and snacks according to Food Safe standards and individual dietary requirements.

Family Partnerships

- Build respectful and trusting partnerships with families.
- Communicate professionally with families regarding their child's daily routines, development, and experiences.
- Welcome family input and collaborate to ensure continuity between home and the child care environment.
- Maintain confidentiality and professionalism at all times.

Team Collaboration

- Work collaboratively with the Program Coordinator and fellow educators.
- Participate in reflective discussions, program planning, and continuous quality improvement.
- Attend staff meetings, professional development sessions, and training opportunities.
- Contribute to a respectful, supportive, and collaborative workplace culture.

Health, Safety & Licensing

- Maintain child-to-educator ratios at all times.
- Follow the Child Care Licensing Regulation, WorkSafeBC requirements, and LMNHS policies and procedures.
- Maintain a clean, organized, and safe classroom environment.
- Clean and sanitize toys, equipment, learning materials, and care spaces according to licensing requirements.
- Report safety concerns, maintenance issues, illnesses, incidents, and child protection concerns to the Program Coordinator immediately.
- Maintain current Emergency Child Care First Aid & CPR certification.
- Maintain Food Safe Level 1 certification.
- Perform other related duties as assigned.

Qualifications

Required Qualifications

- Valid British Columbia **Infant & Toddler Educator (ITE) Certificate**.
- Current Emergency Child Care First Aid & CPR Certificate.
- Current Food Safe Level 1 Certificate (or willingness to obtain).
- Valid Criminal Record Check through the Criminal Records Review Program.
- Minimum 19 years of age.
- Experience working with infants and toddlers in a licensed child care environment.
- Strong knowledge of infant and toddler development.

Preferred Qualifications

- Knowledge and experience implementing the **British Columbia Early Learning Framework (BC ELF)**.
- Knowledge of or experience with **RIE® philosophy** and respectful caregiving practices.
- Experience working within a **Primary Caregiving** model.
- Experience with pedagogical documentation and reflective practice.
- Additional language(s) and experience working in culturally diverse communities are considered strong assets.

Knowledge, Skills & Abilities

The successful candidate will demonstrate:

- A deep commitment to respectful, relationship-based infant and toddler care.
- Strong understanding of attachment theory and early childhood development.
- Knowledge of the BC Early Learning Framework and emergent curriculum.



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- Understanding of RIE® principles, including respectful communication, uninterrupted play, observation, and responsive caregiving.
- Ability to build trusting partnerships with children, families, and colleagues.
- Strong observation, documentation, and reflective practice skills.
- Excellent communication and interpersonal skills.
- Professionalism, integrity, confidentiality, and ethical practice.
- Flexibility, initiative, creativity, and strong organizational skills.
- Commitment to diversity, equity, inclusion, and cultural responsiveness.
- Passion for lifelong learning and continuous quality improvement.

Compensation

Wage: Starting at **\$24.28 per hour**, plus the **\$6.00 per hour**, plus the Provincial **ECE Wage Enhancement** for eligible educators.

LMNHS also offers:

- 100% employer-paid extended health and dental benefits following successful completion of the probationary period.
- Pacific Blue Cross benefits package.
- Employer RRSP contributions.
- Paid vacation in accordance with LMNHS policy and Employment Standards.
- Paid sick leave.
- Professional development and ongoing training opportunities.
- A collaborative, supportive, and values-based workplace committed to excellence in early childhood education.

Hours

This is a **full-time position (35 hours per week)**, scheduled **Monday through Friday** during the licensed operating hours of the child care program.

Join LMNHS and become part of a team that believes every infant is worthy of respect, every relationship matters, and every caregiving moment is an opportunity to nurture trust, confidence, and lifelong learning.

Apply to:

Gladys McCrady
Child Care House Manager
gladysm@lmnhs.bc.ca

SORRY NO PHONE CALLS PLEASE, ONLY SUCCESSFUL CANDIDATES WILL BE CONTACTED

We are an equal opportunity employer.