

POSITION TITLE:	Early Childhood Assistant Educator
FTE:	1.0 (38 hours per week)
CLASSIFICATION:	Band 1 Level 3.3 or Level 3.4
DIVISION:	Early Childhood Education and Care
PROGRAM:	Early Learning Centre
LOCATION:	Frankston, as well as work performed at the request of the agency at any Windermere location
TENURE:	3 x permanent and 1 x fixed term parental leave position - subject to the rights of the person on parental leave to return to work. Possibility for contract extension
DATE:	May 21

1. ABOUT WINDERMERE

Windermere is an independent community service organisation, working across south east Victoria to help those who need it most. Since our beginning more than 150 years ago, we have been working to create a stronger, more connected and supported community. Our support comes in many forms as we work together to find the right solutions for the many and varied complex issues faced by children, families and individuals in our community.

Our aim is to get in early by providing programs and services within five primary areas:

- Family Wellbeing to create positive behavioural changes, greater understanding and respond to violence and/or neglect
- Childhood Development, Education & Support including child care and services for children and adults with developmental delays and disability
- Assistance and support for victims of trauma, assault and/or violent crime
- Community Strengthening designed to respond quickly to critical and emerging needs.
- Homelessness services to support individuals and families to secure and maintain accommodation and to build capacity to reduce the cycle of homelessness

We believe that everyone is someone in our community and that is reflected in our approach with those we work with every day. Whilst we receive funding for some services from state and federal governments, others are funded solely by donors and sponsors to whom we are truly grateful.

2. OUR PURPOSE, VISION AND VALUES

Our Purpose:

We get in early to make a difference in the lives of individuals, families and communities

Our Vision:

A stronger, connected and supported community

Our Promise:

Our many services working together with you for a better life

3. KEY RESULT AREAS, RESPONSIBILITIES AND PERFORMANCE MEASURES

Key Result Areas	Responsibilities	Performance Measures
Program and Practice	<p>Support the development, implementation and review of the curriculum with support from the Lead Educators</p> <p>Reflect on and document regularly personal and team practice to use for continuous improvement and planning</p>	<p>As per individual work plan</p> <p>Learning activities and experiences are purposeful, supports ongoing learning and planned for/available every day</p>
Health and Safety	<p>Each child's health, safety and wellbeing is promoted and supported</p> <p>Hygiene practices are promoted and implemented</p> <p>The safety of children is promoted and advocated for at all times</p> <p>Children's comfort is considered in the environment, including resting areas, flexible routines and nourishment</p>	<p>As per individual work plan</p> <p>Illnesses are reported and managed according to procedures</p> <p>Child safety concerns are documented and reported when required</p> <p>Positive assessments, ratings, spot check reports</p> <p>Positive internal audit reports and reviews</p>
Educational Environments	<p>Educational environments are inclusive and promote competence, independence and learning for all children</p> <p>The environments are prepared and maintained in such a way that engages children and families and promotes learning</p> <p>Sustainable practices are implemented and maintained within the curriculum</p>	<p>As per individual work plan</p> <p>Positive child and family feedback</p> <p>Positive assessments, ratings, spot check reports</p> <p>Positive internal audit reports and reviews</p>
Relationships with children	<p>Interactions with children are respectful, responsive, meaningful, open and support their ongoing learning and development</p> <p>Support children to make decisions and choices regarding their learning and development</p> <p>All children are supported to understand their behaviors and emotions through respectful interactions</p> <p>Positive behavior guidance methods utilised when working with children</p>	<p>As per individual work plan</p> <p>Positive child and family feedback</p> <p>Positive coworker feedback</p> <p>Children's participation, opinions and contributions are clearly documented and used to inform programming</p> <p>Positive assessments, ratings, spot check reports</p> <p>Positive internal audit reports and reviews</p>
Partnerships with families	<p>Families are supported to engage in every aspect of their child's learning and development in a respectful, responsive, meaningful, open and supportive way</p>	<p>As per individual work plan</p> <p>Positive family feedback</p>

		<p>Family participation, opinions and contributions are clearly documented and used to inform programming Positive assessments, ratings, spot check reports</p> <p>Positive internal audit reports and reviews</p>
Partnerships with the community	<p>Support opportunities for children to engage positively with the community</p> <p>Participate in opportunities for excursions and incursions</p> <p>Participate in networking opportunities</p> <p>Support external support agencies</p>	<p>As per individual work plan</p> <p>Participation in the community clearly documented</p> <p>Positive family feedback</p> <p>Support agencies are supported in their participation, opinions and contributions</p> <p>Positive assessments, ratings, spot check reports</p> <p>Positive internal audit reports and reviews</p>
Organisational expectations and directives in relation to policies and procedures and the organisation's purpose, vision and values	<p>Familiarise yourself with and adhere to Windermere's Policies and Procedures, including the Code of Conduct, Human Resources policies and guidelines and Occupational Health and Safety obligations</p> <p>Demonstrate dedication and commitment to work in accordance with Windermere's values and behaviours</p> <p>Attend prearranged dates scheduled for supervision and organisation wide training, including organisation forums and on line induction and be actively involved in the 6-week induction review, 3 and 6-month probationary reviews and a recurring annual performance review with the relevant supervisor</p> <p>Contribute to or participate in Continuous Quality Improvement (CQI) activities of the organisation, and will implement CQI strategies into their work practices</p> <p>Meet the challenges of change as it occurs within the service and organisation</p> <p>Attend or complete foundation and position specific training courses set by the organisation and attend or complete discretionary training as approved by the supervisor</p> <p>Actively assess, manage and where possible mitigate workplace risk including</p>	<p>Ensure policies, procedures and codes are complied with at all times</p> <p>Ensure all interactions are undertaken in accordance with the behaviours set, as outlined in the Code of Conduct</p> <p>100% attendance at performance reviews.</p> <p>Completion of induction and orientation within set timeframes.</p> <p>Positively embrace and adopt change as it occurs.</p> <p>Ensure arrangements are made so that 100% of courses are attended or completed.</p> <p>Report risk to the appropriate Windermere personnel and utilise current risk management tools and procedures available.</p> <p>Protect the rights, safety and wellbeing of children and provide a child safe environment</p>

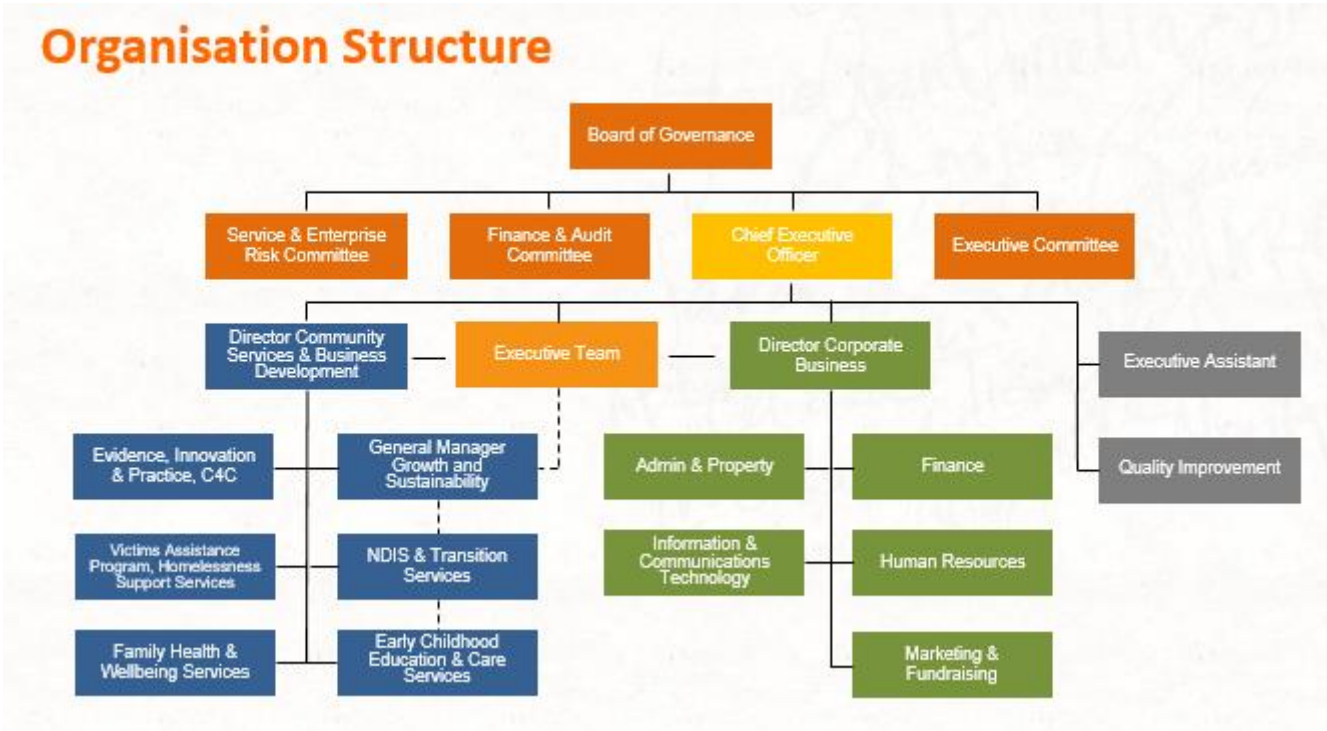
	(OH+S), consumer related risk, reputation risk and personal risk.	
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The employee will be expected to perform other duties outside those set in the position description as directed from time to time which are within the employee’s skill, qualification, experience and competence level to meet the organisation’s operational needs.

The Position Description may be amended from time to time at the organisation’s discretion. Where there is inconsistency between KPI’s in this Position Description and those within the Organisation Objectives, the Organisation Objectives will stand.

4. ORGANISATIONAL RELATIONSHIPS

- LINE MANAGER:** Director Early Learning
- SUPERVISES:** Nil
- INTERNAL RELATIONSHIPS:** Windermere colleagues across all program in the organisation, Families, Early Learning team
- EXTERNAL RELATIONSHIPS:** DET, Monash University, ACECQA, and inclusion support services.



5. KEY SELECTION CRITERIA

- A minimum of a Certificate III in Children’s Services or equivalent
- Demonstrated experience in working within the National Quality Framework
- Demonstrated ability and understanding of developing positive relationships with children and families
- Demonstrated experience and understanding in support children’s behaviors and positive guidance techniques
- Demonstrated willingness to learn and participate in professional development opportunities
- Current Victorian Drivers’ License
- Willingness to undertake relevant pre-employment screening and checks

6. CONDITIONS OF EMPLOYMENT

The terms and conditions of employment at Windermere are in accordance with the Employment Agreement and Windermere Child and Family Services policies and procedures.

Pre-Employment Disclosure - All appointments are subject to the candidate completing a Pre-Employment Disclosure Form regarding pre-existing illnesses or conditions that may affect their ability to perform the inherent requirements of the position and consideration of the completed form by Windermere.

Medical Examination - All appointments are subject to the satisfactory completion of a pre-employment medical examination at Narre Warren Medical Centre at Windermere's expense. Windermere will be advised by the medical practitioner whether the individual is fit to perform the role. Any medical opinion obtained by Windermere in respect of an unsuccessful candidate will be destroyed at the end of the selection process. In the case of an appointee, the medical opinion obtained will be stored in a secure location.

Probationary Period - The first three (3) months of your employment is a probationary period in which either of the parties may terminate your employment on 1 days' notice in writing to the other party. At any time during, or at the end of the three-month probationary period, the Employer may advise you as to whether and/or on what basis your employment will continue beyond the initial probationary period. A **Qualifying Period** of six (6) months applies to your employment. After the 3-month probationary period is completed, one weeks' notice is required by either party upon termination in the final 3 months of the qualifying period.

Police Record Check - All appointments are subject to a clear National Police Record Check.

Working with Children Check – All appointments (dependent on position responsibilities) are subject to a clear Working with Children Check. The appointee is required to provide details of the Working with Children Check to Human Resources.

Disability Worker Exclusion Scheme (DWES) List Check – only applicable to Disability Workers, as defined by the DWES, who are subject to a clear check result against the Disability Worker Exclusion List.

Occupational Health & Safety – To adhere to OH&S policies, procedures and guidelines and use all the necessary safety equipment provided and to report any defect in any such equipment or workplace hazards as soon as it comes to your attention.

Smoke free environment - Windermere is a smoke free working environment.

Place of Employment - You may be required to report for duties and work from any of Windermere's work locations throughout the service region.

Qualifications - The successful applicant will be required to substantiate formal qualifications.

7. WORK AND FAMILY BALANCE

The position may require some work outside of Windermere's ordinary operating hours from time to time. Windermere is an equal opportunity employer and values diversity so possible, Windermere will examine ways to reasonably modify work practices to accommodate the successful applicants.

Windermere understands the importance of promoting a family friendly working environment and promotes work-life balance by offering provisions that foster a culture of flexibility, support and wellbeing.

For more information on Windermere's Culture and Benefits please visit:
<https://www.windermere.org.au/media/1070/culture-and-benefits-flyer-2.pdf>

8. APPLICATION DETAILS

To maximise your opportunity for employment, it is recommended that you provide the following information:

- Covering application letter (quoting Job Reference number below)
- Current Resume that includes a minimum of 2-3 referees

Windermere conducts thorough and detailed pre-employment safety screening checks for short listed candidates and requires evidence of relevant qualifications.

The personal information that you have provided in your job application and resume will be used for the purposes of assessing your application and will be treated in accordance with our Privacy Policy or by request to us. If you are unsuccessful in securing a position with Windermere we will hold your application for 3 months, after which time it will be securely destroyed. For further information about Windermere, including our Privacy Policy, please visit www.windermere.org.au

Under Victorian WorkCover legislation, it is the duty of the successful applicant to advise Windermere of any pre-existing condition which could be aggravated by the type of employment they are applying for. Failure to do so will seriously jeopardize any entitlement the successful candidate might have for a work related aggravation of the non-disclosed and pre-existing condition.

I have read this document and agree to undertake the duties and responsibilities listed above.

I acknowledge that:

- The PD is an indication of the duties and responsibilities that I may be required to undertake. Additional or other duties and responsibilities may be allocated to me. Where additional training and support is required to fulfil extra or other duties of a similar level of responsibility, it will be provided within the guidelines of Windermere's Training and Development policy.
- The PD will be reviewed regularly in consultation with me.
- The Key Performance Indicators (KPIs), where included in this document, are indicative. KPIs will be set by the immediate supervisor in discussion with me, for each year (or another set period) and my performance reviewed against those KPIs.

Occupant:

Name: _____

Signature: _____ Date: _____