EMPLOYMENT OPPORTUNITY

Island Métis Family & Community Services Society provides a variety of support programs to Métis children and families living in the greater Victoria area. Currently, IMFCSS is accepting employment applications for the following position.

Indigenous Early Childhood Development Worker
(Full-Time, Temporary Position until November 1st, 2026)

Minimum Qualifications:

- Early Childhood Education Certificate, plus Special Needs or Infant Toddler/Under Three Certificate.
- Knowledge of Indigenous cultural practices, traditions and contemporary issues affecting Indigenous peoples, preferably Métis and a willingness to learn.
- In depth knowledge of child development, indicators of child abuse, and procedures to follow when making a child protection report.
- Excellent organizational, record-keeping and case management skills.
- Ability to work collaboratively with multi-professional groups, professionals, the general public and Indigenous people.
- Ability to take initiative, prioritize work, and multi-task.
- Ability to be flexible and adjust to changing work environments.
- Ability to function independently and with minimal supervision.
- Successful candidate will be subject to a criminal record review, police record check and other reference checks.
- Must possess and maintain a valid class 5 driver's license and reliable vehicle required, and a current copy of driver's abstract must be provided.

Experience:

- One (1) year recent directly related experience.
- Or an equivalent combination of education, training and experience.

Benefits:

- Union membership (required).
- Vacation: Starting at 15 vacation days per year.
- Sick Leave: 12 sick days per year.
- Participation in a defined benefit pension plan with the Municipal Pension Plan.
- Medical Services Plan.
- Optional Extended Health & Dental benefits.
- Closed all statutory holidays.

Location:

- At the office of Island Métis Family & Community Services Society, at 345 Wale Road, Victoria.

  Please note: This position is **not a childcare-based role.** The Indigenous Early Childhood Development Worker primarily supports families and children through community and office-based programming. While the role may involve visiting the Childcare Centre **once or twice a week** to deliver programs or provide support, it **does not involve daily work within the childcare setting.**

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This position requires union membership. Hourly rate is between $25.95 - $29.76, based on JJEP Grid 10 – Step 1 as governed by the current *Indigenous Services Collective Agreement*. Normal schedule of work is 35 hours per week, performed Monday through Friday, between the hours of 8:30 am to 4:30 pm, may include other hours based on agency need.

In accordance with *Section 41 of the Human Rights Act*, preference may be given to persons of Métis ancestry. *This position is open to male, female and gender diverse applicants.*

A complete Job Description can be provided upon request.

Interested people are invited to submit a **cover letter** and **resume as a single document (PDF or Word file)**, clearly outlining how they meet **all** of the above qualifications for this position to:

Paulina Galván
Island Métis Family & Community Services Society
345 Wale Road, Victoria, BC V9B 6X2
Telephone: 250-391-9924
Email: paulinag@metis.ca

This posting is open until the position is filled.