



MÉTIS EARLY CHILDHOOD EDUCATION RECRUITMENT & RETENTION SPECIALIST

POSITION: PERMANENT FULL-TIME (37.5 hours per week)

LOCATION: Provincial Office – Station Tower (13401 – 108th Avenue, Surrey) or Nanaimo

CLOSES: Posting will remain open until filled and will close without notice

ABOUT MÉTIS NATION BRITISH COLUMBIA

Métis Nation British Columbia (MNBC) develops and enhances opportunities for our Métis communities by implementing culturally relevant social and economic programs and services. Through teamwork, respect, dedication, accountability, integrity, and professionalism, MNBC strives to build a proud, self-governing, sustainable Nation in recognition of inherent rights for our Métis citizens, assisting in the delivery of services based on policy, process, and specified regulations.



MNBC's *Employer of Choice Initiatives* offers employees a competitive total compensation package including:

- ✓ comprehensive group benefit package or health-care spending account and enrollment in the Municipal Pension Plan
- ✓ 15 paid days per year for statutory and cultural days (Indigenous Peoples Day, Truth and Reconciliation Day, & Louis Riel Day)
- ✓ carpool, parking & public transit subsidies (Provincial Office only)
- ✓ educational spending account and professional development allowances to provide annual funding to continue lifelong learning and skills upgrade.
- ✓ remote workplace supports.
- ✓ internal advancement & redeployment opportunities

ABOUT THE OPPORTUNITY

We are seeking a highly motivated, team-orientated individual to join our Ministry of Education team as a **Métis Early Childhood Education Recruitment & Retention Specialist**.

Reporting to the **Education Program Manager**, the primary objective of the role is to the primary objective of the role is to oversee the day-to-day operations of recruiting, training, and retaining early childhood educators. The role will support the Education Program Manager and MNBC's mandate and vision of Early Learning and Child Care programming, initiatives, and services for Métis families across the province.

KEY DUTIES AND RESPONSIBILITIES

- Oversee the development and delivery of early childhood education training programs, initiatives, and projects within the Ministry of Education's mandate, MNBC policies, and funding contract outcomes.
- Develop a Métis Early Childhood Education Recruitment and Retention Strategy and increase the number of qualified Métis early childhood educators in BC employed in early childhood education.
- Conduct community outreach with early childhood educators to determine the immediate and long-term needs of the recruitment and retention of the child care sector.
- Design a Métis Early Childhood Education Community of Practice that creates opportunities for early childhood educators.
- Collaborate with the Ministry of Education to develop and deliver Métis focused early childhood education to students in partnership with post-secondary institutions.
- Work with the Early Years Community Development Coordinator to network and maintain an effective working relationship with Métis Chartered Communities and create capacity in communities for early childhood education.
- Develop innovative materials for MNBC relation to early childhood education, including policies, practice guidelines and procedures, as well as training materials and curriculum.
- Provide timely feedback and analysis, using a Métis-specific lens, to the Métis Education Program Manager on programming, policy development, ministry innovations, documents, and reports.
- With strong teaching skills, you will be a strong and effective communicator, both verbally and in writing, with the ability to inspire respect, trust and confidence.

THE IDEAL CANDIDATE

- Degree in Early Childhood Education or related field
- Minimum of five (5) years' experience in the early years' field or public school system
- Previous education and/or experience working with children (birth to 8 years) and families
- Previous instructional experience in a post-secondary environment and course work in adult education, with evidence of student centred teaching excellence, is preferred.
- Combination of relevant experience, education, and training will be considered
- Knowledge and/or awareness of the historical and contemporary contributions made by Métis people in B.C.
- Previous work experience working in an Indigenous Community with strong knowledge of Métis culture and history, is considered an asset
- Demonstrated ability to effectively communicate both verbally and in writing
- Ability to lead, problem solve, and utilize team-building skills
- Proven ability to utilize strong interpersonal skills to deal with others effectively
- Proven ability to prioritize tasks, meet deadlines, and work with minimal supervision
- Proven ability to utilize, adapt and embrace new technologies, including Word, Excel and other database/software required by the role

OTHER COMMENTS

- Other duties may be assigned as needed to help ensure the efficient operation of MNBC.
- There will be a need to attend meetings and events which may require work and travel outside of the normal business hours.
- Ability to provide a satisfactory Criminal Record Check.
- Valid BC Class 5 Driver's license and access to reliable personal vehicle for work purposes.

The above requirements are what MNBC is seeking in the ideal incumbent at the time of posting and are subject to change based on needs.

Pursuant to section 41 of the BC Human Rights Code, preference may be given to applicants who self-identify as Aboriginal (First Nation, Métis or Inuit). All qualified candidates are encouraged to apply.

PLEASE NOTE THAT CANDIDATES MUST APPLY using " Métis ECE Recruitment & Retention Specialist" in the subject line of email. Please send your resume and cover letter to:

[Madeline Green](#)

Education Program Manager

Métis Nation British Columbia

Email: mgreen@mNBC.ca

MNBC is committed to promoting the health, safety, and well-being of all staff during the COVID-19 pandemic. The safety of our employees and Chartered Communities is paramount, and vaccination against COVID-19 is a key public measure to reduce the spread and severity of the virus and its variants. As such, all employees are required to be vaccinated against COVID-19.

Candidates for employment must provide Proof of Vaccination, to be verified by Human Resources, as a mandatory condition of their employment.