



Early Childhood Education Teacher

Job Description

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About North Marin Community Services North Marin Community Services (NMCS) is a non-profit organization whose mission helps to empower youth, adults, and families in our diverse community. We serve 11,000+ people in need each year, providing comprehensive services to help people achieve well-being, growth and success. Join an organization dedicated to providing a supportive and professional working environment. Located in beautiful Novato/Marin County/CA, our workplace culture is driven by our five values: teamwork and collaboration, equity, excellence, integrity, and learning and continuous improvement. Visit www.northmarinc.org to learn about the impact of our services, and how you can make a difference in Novato.

Job Title: ECE Teacher

Status: Full-time, hourly non-exempt position (40 hours/week).

Salary Range: \$25 - \$26/hour, DOE. Generous benefit package including medical, dental, and vision benefits, life insurance, earn up to 3 weeks PTO (mental/physical health and vacation) in your first year, 12 paid holidays/year, employee assistance program, up to 2% retirement employer match, and childcare discount. Sign-on bonus of \$1000.

Reports to: ECE Assistant Manager

Purpose: To provide a comprehensive, equitable and culturally competent learning and care environment by providing play opportunities, school readiness support, and enrichment through a trauma-sensitive approach which includes having an inclusive, safe and nurturing environment in order to strengthen foundational learning skills, foster resiliency, and increase social-emotional skills for children, including those who have experienced trauma or have high needs so that each child can be successful in school and beyond. ECE Teacher will have overall responsibility of curriculum, classroom routines, parent-teacher conferences, child observations/assessments, and offer support to other classroom staff when needed. ECE Teacher must comply with program and agency-wide policies and procedures.

Essential Functions:

- To supervise and enrich children from diverse background in an ECE childcare setting.
- Support development and implementation of daily activities/curricula.
- Effectively engage parents in supporting their child's development; distribute parent educational materials; address behavior directly, as appropriate, and seek guidance from Program Manager or ECE Assistant Manager when necessary.
- Ensure positive and open communication with colleagues.
- Responsible for ensuring professionalism, respecting confidentiality, and following agency procedures regarding conflict resolution.
- Works well with others as part of a team.
- Work closely with Program Manager to foster a positive, culturally affirming climate in the classroom and obtain guidance as needed.
- Follow procedures listed in the Employee Handbook and Family Handbook
- Support children's development in an inclusive, nurturing, kind manner with emphasis on positive behavior guidance
- Actively participate in staff training and professional development activities, staff and agency team meetings.
- Be a strong ambassador for the agency.
- Maintain current CPR and First Aid Certification
- Other duties as assigned.

Qualifications:

Required Qualifications:

- English fluency
- Associate Teacher Permit or higher. Minimum 12+ Early Childhood Education Units (ECE), including core courses or Multi-Subject Teacher credential.
- A minimum of 21 hours of professional development and/or academic coursework is required to maintain child development permit
- Current CPR/First Aid certification (willing to pay for training if needed)
- Full range of motion to lift, reach, squat, climb, sit, and otherwise fully participate in activities including lifting children weighing up to 35 pounds unassisted.

Preferred Qualifications:

- Bilingual (Spanish)/bicultural

Conditions of Hire:

- Fully vaccinated against COVID-19 unless granted a medical or religious exemption.
- Pre-employment health exam including proof of vaccinations and TB test clearance.
- Criminal record clearance or exemption from California Department of Social Services. All convictions other than minor traffic violations require an exemption, including convictions that have been expunged.

To apply for this position:

Please visit <https://www.northmarincs.org/careers-internships/>

Equal Opportunity

North Marin Community Services welcomes and encourages all qualified candidates to apply – especially as we recognize that people bring experience and skills beyond just the technical requirements of a job. We also know that self-doubt can sometimes get in the way of stretching professionally, so if your experience is close to what you see listed here, please consider applying. We value our differences and respect everyone – regardless of race, color, religion, sex, gender identity or expression, sexual orientation, national origin, citizenship status, marital status, genetics, AIDS/HIV, medical condition, political affiliation, disability, age, status as a victim of domestic violence/assault/stalking, or military/veteran status. If you have a disability and need assistance and/or accommodation with applying for a job, please contact hr@northmarincs.org or 415-892-1643 ext. 224.