



Job Opportunity: Early Childhood Educator

Moncton Headstart Inc. | Moncton, New Brunswick

Since 1974, Moncton Headstart has been one of Atlantic Canada's only intensive early child and family intervention centres; a registered Canadian charity delivering high-quality, evidence-based programming to vulnerable, at-risk children ages 2 to 5 and their families. This is not a daycare. This is specialized, therapeutic, relationship-based work that requires skill, clinical awareness, professional discipline, and deep commitment to the families we serve.

We are seeking two exceptional Early Childhood Educators to join our team. If you are experienced, purposeful in your practice, and ready to do meaningful work that changes the trajectory of children's lives, we want to hear from you.

About the Work

Moncton Headstart serves children and families navigating significant and complex life challenges. Our educators work within an intensive intervention model that addresses the whole family, not only the child. This is complex, rewarding, and sometimes challenging work that demands professional maturity, compassionate boundaries, and the ability to engage effectively with families under stress.

Educators at Headstart implement the **HighScope® curriculum** within a structured, intentional learning environment. They work as part of an interdisciplinary team, collaborate with external professionals including Child Protection and Social Development, and are active contributors to each child's developmental progress and each family's capacity to support that progress.

Reporting Structure

Reports to the Children's Program Supervisor.

Key Responsibilities

Curriculum and Classroom Practice

- Plan and implement the HighScope® curriculum with fidelity, using active learning strategies and intentional daily routines
- Create and maintain a safe, structured, and nurturing classroom and outdoor environment
- Document daily classroom activities, child observations, incidents, and developmental progress with accuracy and consistency
- Adhere to New Brunswick Day Care Standards, Child Victims of Abuse reporting requirements, and Moncton Headstart's program standards as directed by the Minister of Education

Family Engagement and Intervention

- Build trusting, professional relationships with parents and caregivers whose lives may be affected by complex social and economic challenges
- Conduct introductory and follow-up home visits and facilitate classroom visits (Days In) as part of Headstart's family engagement model
- Mentor and coach parents during classroom visits, modelling supportive and responsive interactions with their children
- Serve as a knowledgeable resource for parents on child development, behaviour, and care with an understanding of the social and environmental factors that influence family functioning

Collaboration and Professional Practice

- Communicate and follow up with Child Protection, Social Development, and other external partners as required
- Work collaboratively within an interdisciplinary team, contributing to case discussions and shared decision-making
- Demonstrate reflective, intentional, and trauma-informed practice in all interactions with children, families, colleagues, and community partners
- Serve as an advocate for the rights, safety, and developmental needs of the children in your care

Qualifications

Education

- Bachelor's Degree, Diploma, or Certificate in Early Childhood Education required
- HighScope® certification is a significant asset; Headstart provides onsite HighScope® training at no cost to the successful candidate
- Familiarity with New Brunswick Learning Curricula (Anglophone)
- Current First Aid certification required

Screening Requirements

- Valid Social Development Check
- Valid Vulnerable Sector Check

Experience

- Minimum three (3) years of experience in Early Childhood Education or a directly related field
- Demonstrated experience working with high-risk and/or developmentally at-risk children ages 2 to 5 is strongly preferred
- Experience engaging families in complex social circumstances is a significant asset

Skills and Competencies

- Strong verbal and written communication skills in English
- Ability to manage crisis situations calmly and effectively
- Skilled at working with individuals from diverse backgrounds, varying levels of literacy, and different learning styles
- Highly organized, with the ability to plan intentionally and adapt to dynamic, changing situations
- Professional, reflective, and committed to continuous learning and improvement
- Demonstrated capacity to maintain professional boundaries while engaging empathetically with families under stress

What Headstart Offers

- Competitive compensation and benefits
- A comprehensive onboarding and professional development program, including HighScope® training at no cost
- A collaborative, experienced, and deeply committed team
- Work that matters every day

Moncton Headstart is an equal opportunity employer. Please do not call or visit in person. Only applicants selected for an interview will be contacted.

To apply, please submit your resume and cover letter to: office@monctonheadstart.com