

Position Description

Title	Group Leader
Position Location	Various
Reports to	Director
Direct Reports	Nil
Classification	C&K Children's Services Enterprise Agreement
<p>The Crèche and Kindergarten Association Limited (C&K) is a not-for-profit early childhood provider with more than 350 early childhood education and care services located across Queensland. C&K acknowledges that each child and family have unique early education and care requirements and so we provide a range of different programs including childcare, kindergarten, limited hours and outside school hours' care.</p> <p>C&K reinvests our surplus to benefit children and educators across all C&K services. We are committed to, and working hard to deliver on our vision - <i>to guide children's learning journey and maximise their life outcomes</i> - while providing additional support and care to families and the wider community.</p> <p>C&K's guiding principle is that <i>children come first</i>. The C&K team aims to ensure this principle is at the forefront of everything we do.</p> <p>Our values of: Integrity, Respect, Collaboration, Courage and Safety underpin the way that we work with our colleagues, partners, children, families and communities. These values guide us in building strong working relationships and help us to promote a working environment where our people are engaged, feel valued and are committed to C&K.</p>	
Purpose	Provide leadership in the development and implementation of a quality care and education program for young children.
Key accountabilities	<p>Education and Practice:</p> <ul style="list-style-type: none"> • Develop a thorough understanding of C&K's Listening & Learning Together and engage in a collaborative curriculum approach • Lead the implementation of C&K's Listening & Learning Together, with the Early Years Learning Framework, by contributing to documentation that makes each individual child's learning and growth visible, undertaking assessment, engaging in ongoing reflective practice and building collaborative partnerships with families and colleagues to enrich children's learning. • Participate in all care and education duties as required with all children at the service • Plan and implement programs based on knowledge of the child, children and curriculum frameworks • Model and support team/room educators to utilise a variety of teaching strategies including intentional teaching and reflective practice in daily work. • Develop an understanding of relevant legislation, frameworks, C&K policies, procedures and guidelines to ensure the service meets all compliance obligations.

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	<ul style="list-style-type: none"> Maintain and present an engaging, safe and aesthetic learning environment and undertake general cleaning tasks to maintain overall cleanliness of the room and service (i.e. sweeping/vacuuming floors, mopping floors, wiping tables, cleaning toilets) <p>Relationships with children:</p> <ul style="list-style-type: none"> Promote the development of secure relationships with babies/toddlers assigned by assuring primary and continuity of care. Relate to babies and toddlers in a calm, caring, nurturing, soothing manner, responding to all cries, babbles, and talks, using appropriate child guiding guidance techniques at all times. Stay involved with the children at all times during the day. Treat all children with dignity and respect, embracing each child's unique family and background maintaining an environment that is tolerant and respectful of child and family cultures, values and differences. Assist Non-English speaking families. Demonstrate the ability to guide children's behaviour in a positive way and encourage children to interact with others with care, empathy, kindness and respect. <p>Personal accountability:</p> <ul style="list-style-type: none"> Implement all child protection, health and safety policies and procedures and take all reasonable care to ensure actions do not impact on the health and safety of employees, children and visitors. Exemplify personal drive and integrity – take personal responsibility for meeting objectives, showing initiative and committing energy to see that goals are achieved Work cooperatively, ethically and respectfully with other educators, and support each other's professional development. Contribute to the continuous improvement of the service through reflective practice and as directed by the director/ coordinator and educational leader. Demonstrate resilience and professional conduct under pressure and scrutiny and show strong commitment to professional learning and self-development Model C&K values and demonstrate standards of excellence in professional practice and ethical behaviour
Key Selection Criteria	<p>Qualifications: Diploma of Early Childhood Education and Care (or equivalent qualification)</p> <p>Education and Practice:</p> <ul style="list-style-type: none"> An ability to drive and implement a planned program, ensuring the needs of individual children and the group are met An ability to document and assess children's learning behaviour and development Maintain and demonstrate current working knowledge and theories relevant to early childhood education Demonstrated understanding of the provision of a safe, engaging, well planned indoor and outdoor learning environment <p>Relationships with children:</p> <ul style="list-style-type: none"> Demonstrated experience in providing practical guidance and interaction that ensures quality outcomes for children Demonstrated experience building and maintaining positive relationships with families that supports each child's needs <p>Personal accountability: Evidence of demonstrated or developing experience that shows:</p> <ul style="list-style-type: none"> Initiative and strong sense of personal responsibility for meeting objectives and managing health and safety risks; Models professional and ethical behavior; Commits to personal development; and Displays courage in the provision of advice and decision making.

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Additional information

The successful applicant will be required to travel, as necessary. Hold a positive notice (Blue Card) working with children check; current First Aid and CPR; and a current driver's licence. The information above is not intended to be an all-inclusive list of the responsibilities of the job described. Rather, they are intended only to describe the general nature of the job. C&K is a growing organisation; to support the vision for the business it is expected that the incumbent will evolve the position over time in alignment with the dynamic nature of the business and the region.

Workplace Health and Safety

Physical Job Demands Profile	
Physical Factor	Frequency and Duration
Standing and/or walking	Frequent – performed for 1/3 to 2/3 of work day, 101-500 repetitions per day, or 11-63 repetitions per hour
Sitting	Constant – performed for more than 2/3 of work day, or more than 500 repetitions per day, or more than 63 repetitions per hour
Lifting	Occasional – performed for up to 1/3 of work day, or 1-100 repetitions per day, or 1-12 repetitions per hour
Carrying	Occasional – performed for up to 1/3 of work day, or 1-100 repetitions per day, or 1-12 repetitions per hour
Pushing and/or pulling	Occasional – performed for up to 1/3 of work day, or 1-100 repetitions per day, or 1-12 repetitions per hour
Climbing	Rare – performed for less than 5% of a work day or less than once per day e.g. once per week
Bending and twisting	Occasional – performed for up to 1/3 of work day, or 1-100 repetitions per day, or 1-12 repetitions per hour
Kneeling, crouching and squatting	Occasional – performed for up to 1/3 of work day, or 1-100 repetitions per day, or 1-12 repetitions per hour
Reaching	Occasional – performed for up to 1/3 of work day, or 1-100 repetitions per day, or 1-12 repetitions per hour
Handling and gripping – low items	Constant – performed for more than 2/3 of work day, or more than 500 repetitions per day, or more than 63 repetitions per hour
Handling and gripping – high exertion	Rare – performed for less than 5% of a work day or less than once per day e.g. once per week

Cognitive Job Demands Profile	
Cognitive and Psycho-Social Factors	Frequency and Duration
Cognitive processing	Constant – performed for more than 2/3 of work day, or more than 500 repetitions per day, or more than 63 repetitions per hour
Exposure to time pressure, changes to work direction and/or reduced personal control of work	Constant – performed for more than 2/3 of work day, or more than 500 repetitions per day, or more than 63 repetitions per hour
Exposure to emotional situations	Occasional – performed for up to 1/3 of work day, or 1-100 repetitions per day, or 1-12 repetitions per hour
Communication	Constant – performed for more than 2/3 of work day, or more than 500 repetitions per day, or more than 63 repetitions per hour
Responsibility	Constant – performed for more than 2/3 of work day, or more than 500 repetitions per day, or more than 63 repetitions per hour

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