Membertou
WELCOMING THE WORLD!

EMPLOYMENT OPPORTUNITY

Job Title: Early Childhood Educators (On-Call/ Substitute List)
Department: Education
Reports To: Administrator – Day Care

About Membertou:

Membertou is a progressive and growing Mi'kmaw community rooted in culture, language, family, accountability, and community success. As one of the most recognized First Nation communities in Canada, Membertou continues to lead through innovation, education, economic development, and strong governance while remaining grounded in Mi'kmaw values and identity.

Mi'kmaq Culture, Community, and Learning Environment:

Membertou Daycare is located within a proud Mi'kmaq community. The successful applicants will be expected to demonstrate respect for Mi'kmaq culture, language, traditions, families, Elders, and community values.

This role supports a child-centered environment where children feel safe, welcomed, valued, and connected to their community. Applicants should be willing to support cultural learning opportunities, storytelling, language exposure, family connection, and respectful practices that reflect the identity and values of Membertou.

Knowledge of Mi'kmaq culture, Mi'kmaw language, or experience working in a First Nation or Indigenous early learning setting would be considered a strong asset.

Position Summary:

Membertou Daycare is currently accepting applications for On-Call / Substitute Early Childhood Educators to support daycare programming on an as-needed basis.

This call for applications will remain ongoing. Applications will be reviewed as needed to maintain a qualified and vetted substitute list. Successful applicants may be contacted for casual, short-notice, planned coverage, or additional classroom support depending on operational needs.

The On-Call / Substitute Early Childhood Educator will support the daily care, safety, supervision, and learning of children in a respectful, nurturing, play-based, and culturally supportive environment.

Key Responsibilities:

- Support the care and supervision of children in the daycare.
- Assist with daily routines, including arrival, meals, rest periods, transitions, outdoor play, and departure.
- Support play-based learning activities and age-appropriate programming.
- Help maintain a safe, clean, welcoming, inclusive, and culturally respectful classroom environment.
- Support children's social, emotional, physical, cultural, and developmental needs.
- Follow daycare policies, procedures, routines, and safety expectations.
- Assist with indoor and outdoor supervision.
- Communicate respectfully with children, staff, families, and supervisors.
- Support positive behavior guidance and respectful interactions.
- Maintain confidentiality regarding children, families, staff, and daycare operations.
- Follow health, safety, emergency, and child protection procedures.
- Perform other related duties as assigned.

Qualifications & Requirements

- Early Childhood Education training, ECE classification, or experience working with children in a daycare, school, or early learning environment.
- ECE Level 1, Level 2, or Level 3 classification would be considered an asset.
- Experience supporting children in a childcare, early learning, school-based, First Nation, or community setting would be considered an asset.
- Knowledge of Mi'kmaq culture, Mi'kmaw language, or Indigenous early learning practices would be considered an asset.

- Strong communication and interpersonal skills.
- Ability to work respectfully and professionally as part of a team.
- Ability to respond calmly and appropriately to children's needs.
- Respect for Membertou's values, culture, community, children, and families.
- Reliability and availability for on-call work.

Required Checks and Certifications:

Successful applicants must provide or be willing to obtain the following before being placed on the on-call substitute list:

- Criminal Record Check / Police Record Check.
- Vulnerable Sector Check.
- Child Abuse Registry Check.
- First Aid and CPR certification, preferably including infant/child CPR.
- WHMIS certification.
- Safe Food Handling certification would be considered an asset and may be required depending on duties.

Working Conditions:

- This is an on call/casual position.
- Hours are not guaranteed and will depend on the operational needs of the daycare.
- Applicants may be contacted for short notice coverage, planned absences, or additional classroom support.
- Successful applicants must be available to work respectfully and safely with young children in a daycare environment.

Application Package:

Interested applicants are invited to submit:

- Resume.
- Cover letter or brief statement of interest.
- Copies of ECE credentials or related training, if applicable.
- Copies of current checks and certifications, if already completed.

Preference is given to Aboriginal peoples in accordance with the Aboriginal Employment Preferences of the Canadian Human Rights Commission.

To Apply: Submit your cover letter and résumé to:

Membertou Human Resources Department
Attention: Scott Thomas
47 Autwen Ma'sl Awti
Membertou, NS B1S-2P5

Or via E-mail to: **jobs@membertou.ca**

DEADLINE FOR APPLICATIONS: **Friday November 13th, 2026, at 4:30 PM AST.**

Thank you for applying, however, only those selected for an interview will be contacted.

Membertou reserves the right to pause, extend or revoke this posting at any time without notice.