



Early Childhood Educator - Casual

Department	Lumsden Childcare Centre
Position Title	Early Childhood Educator (Casual)
Hours of Work	Flexible – Monday to Friday
Position Type	Casual
Reports To	Director of Lumsden Childcare
Start Date	As soon as possible
Salary	\$15.35 to \$25.41 per hour – Starting based on ECE level
Work Location	Onsite — Lumsden Childcare Centre
Open To	Internal and External Applicants
Application Deadline	Open until filled

POSITION DESCRIPTION

Under the general supervision of the Child Care Director and the direct supervision of the Assistant Director, the Early Childhood Educators are responsible for maintaining and developing the children's program with their group of children in the Lumsden Childcare Center.

Team Members must adhere to all the policies and regulations as set out in the Parent Handbook and Child Care Staff Manual.

KEY RESPONSIBILITIES

Programing (100%)

Develop both long- and short-range activities in accordance with Play and Exploration, developmentally appropriate practice and program philosophy. The includes:

- Programming for children utilizing the Play and Exploration principles
- Be a team player
- Have a positive attitude
- Punctual and dependable

WHAT WE'RE LOOKING FOR

We know that skills and experience are built in many ways. Community involvement, formal credentials, lived experience, non-traditional career paths and volunteer work are all valued here. If you meet most of these qualifications and are deeply committed to the mission of YWCA Regina, we encourage you to apply. Please use your cover letter to speak to the experiences — paid or unpaid — that have prepared you for this work.

Education

- Early Childhood Education Level 1 or 2. Applicants working towards ECE certification may also be considered.
- Basic First Aid/CPR or willingness to complete within three months of being on the job

Experience

- Experience working with children in a licensed childcare setting
- Experience in a nonprofit, voluntary, or social service setting is an asset.

Knowledge, Skills & Abilities

- Good written and verbal communication
- Criminal record check with vulnerable sector is required

ASSETS & PREFERRED QUALIFICATIONS

- Available to work Monday to Friday at our Lumsden location.

WORKING CONDITIONS & PHYSICAL REQUIREMENTS

- **Work Location:** Onsite at Lumsden Childcare Centre, Lumsden.
- **Physical Demands:** 100% engagement with all activities throughout a 7.5-hour shift
- **Schedule:** Monday to Friday
- **Pre-Employment:** A criminal record check, including a vulnerable sector check, is required following a conditional offer of employment. Results will be assessed in relation to the duties of the role and will not automatically disqualify candidates.

YWCA REGINA EMPLOYMENT BENEFITS

- Opportunity for movement into Part- or Full-Time position for right candidate with vacancy, including internal competitions
- Vacation accruals paid out each pay cycle based on hours worked
- 10 statutory holiday days plus 3 YWCA Regina-recognized paid days annually.
- Access to the YWCA Regina vehicle fleet for work purposes (with applicable credentials).
- Casual dress code and flexible work week.
- A values-driven team committed to equity, care, and community impact.

OUR COMMITMENT TO EQUITY & INCLUSION

As an organization led by and for women, YWCA Regina is deeply committed to building a team that reflects the full diversity of our community. We strongly encourage applications from Indigenous peoples (First Nations, Métis, and Inuit), Black people, racialized persons, people with disabilities, 2SLGBTQIA+ individuals, newcomers, and all others who bring perspectives that enrich our work.

We understand that systemic barriers can discourage people from applying for roles where they are underrepresented. We want to be clear: your lived experience, community knowledge, and unique perspective are genuine assets here. We are actively working to build conditions where every team member can contribute fully and see themselves reflected in our organization.

Accommodation is available at any stage of the recruitment process. If you require support to participate equitably, please contact us at careers@ywcaregina.com and we will work with you to meet your needs in a timely and confidential manner.

YWCA Regina uses a structured interview process designed to assess competencies fairly and consistently. Shortlisted candidates will be contacted directly. We thank all applicants for their interest; only those selected for an interview will be contacted.

HOW TO APPLY

Please reference “**Casual Early Childhood Educator**” clearly in the subject line of your application. Applications that do not include this reference may be deemed ineligible.

YWCA Regina invites applicants to voluntarily self-identify as Indigenous (First Nation, non-status, Métis, or Inuit) or as a member of another equity-deserving group in their cover letter and/or resume. Self-identification is entirely voluntary and will not be used in any way that disadvantages applicants.

INTERNAL APPLICANTS: Submit a letter or statement of interest from your YWCA Regina email address to careers@ywcaregina.com.

EXTERNAL APPLICANTS: Submit a cover letter and resume in one single document to careers@ywcaregina.com.

NOTE: Professional references will be requested from finalists only. Please do not include references with your initial application.

ABOUT YWCA REGINA

YWCA Regina Inc., established in 1910, aspires to a world where communities benefit from the full and equitable inclusion of women and families, and where the experiences and perspectives of women and families are reflected in all facets of society. We are a community voice of and for women — and a trusted partner in addressing the most complex issues faced by women and our community. YWCA Regina provides childcare, shelter and housing, community programs, family support programs, and outreach.

For over a century, YWCA Regina has been a cornerstone of life in Regina — evolving to meet the needs of women and families across generations. Our work spans emergency shelter, affordable housing, licensed childcare, family violence prevention, and wraparound community supports. We are a value-driven organization where staff are not simply delivering services — they are partners in meaningful, community-led change.

Working at YWCA Regina means joining a team that leads with love, operates with grit, and believes deeply that every person deserves dignity, safety, and belonging. Our staff bring a wide range of backgrounds, identities, and experiences — and that diversity makes our work stronger.

YWCA Regina is committed to anti-colonial, anti-racist practice and to a workplace that prioritizes cultural safety. We are committed to creating safe, inclusive, and accessible services and spaces for gender and sexually diverse persons. We acknowledge that our social systems, communities, and organizational processes can perpetuate the marginalization of Indigenous peoples, Black people, and gender and sexually diverse people. We are committed to systemic change and to actions that further justice, truth, and reconciliation for marginalized peoples.

OUR VALUES

- **Mutual Respect:** Everyone deserves an equitable, judgement-free environment.
- **Truth, Trust & Transparency:** We conduct our work with honesty, integrity, and transparency to hold ourselves accountable and maintain the trust we have earned in our community.
- **Community Allyship:** We embrace change by amplifying voices that guide our work. We actively advocate with and meet people and the community where they are, to support them in getting where they want to be.
- **Collaboration:** The collective strength, aligned partnerships, and interconnectedness of community enable us to drive change, disrupt power structures, and address barriers.
- **Love and Care:** The way in which we care for our people and community matters. By providing a nurturing, welcoming, and loving environment, we create spaces for care, a sense of belonging, family, and home.
- **Grit:** Our perseverance, passion, and resilience affirm our belief that change is possible even in the face of adversity.