

Job Posting

Position Title: Early Childhood Educator (ECE)
Location: Fern Flower – Nature School, Qualicum Beach
Employment Type: Full-time/Part-time
Start Date: April 2025

About Us:

The Fern Flower - Nature School is conveniently situated at 3826 Charlton Drive, just next to Rose Park. It's about a 5-minute drive south of Bowser or a 20-minute drive north of Qualicum Beach. Established in 2024, Fern Flower - Nature School became a vibrant hub where young students settled into the site and surrounding forest.

Fern Flower - Nature School (FFNS) is a small, multi-age childcare center located in a serene natural setting. We provide care and early learning experiences for a maximum of 8 children aged 0 to 5 years, in both morning and afternoon sessions. We are passionate about fostering a love for nature and a sense of wonder in children through play-based learning, exploration, and creativity. We are currently seeking a dedicated Early Childhood Educator (ECE) to join our team. This position offers full-time and/or part-time opportunities.

Job Summary:

We are seeking a passionate and dynamic Early Childhood Educator (ECE) who thrives in outdoor settings and is committed to fostering holistic child development. The ideal candidate will create engaging nature-based learning experiences that align with developmental goals and help children build confidence, risk tacking, social skills, and a lifelong appreciation for the natural environment.

Key Responsibilities:

- Outdoor Education: Facilitate daily outdoor learning experiences, guiding children in nature-based play, exploration, and hands-on activities.
- Curriculum Development: Design and implement an inquiry-based curriculum that emphasizes experiential learning, environmental awareness, and age-appropriate skill development.
- Child Development: Support the social, emotional, cognitive, and physical growth of each child, using play and exploration as key learning modalities.
- Health & Safety: Ensure a safe outdoor and indoor learning environment, managing risk effectively while allowing for safe exploration.
- Family Engagement: Communicate regularly with parents/guardians about their child's progress, daily experiences, and ways to extend learning at home.

- Team Collaboration: Work collaboratively with a small, passionate team, as well as independently when required.

Qualifications:

- Early Childhood Education (ECE) certification (required).
- First Aid Certification (required).
- Forest School Level 3 certification (preferred) or willingness to obtain it.
- Experience working with children aged 0 to 5 years in a childcare setting is an asset.
- Ability to work well in both team settings and independently.
- Strong communication skills and a genuine passion for working with young children.
- A positive, patient, and flexible attitude, with a strong focus on the children's needs.

Experience:

Minimum of 2 years working in Early Childhood Education, with experience in nature-based or outdoor learning environments preferred.

Benefits:

- Flexible Work Hours: Morning and afternoon shifts, full-time or part-time options available. FFNS operates half days on Mondays and Fridays, and full days Tuesday to Thursday.
- Competitive Pay: Based on experience and qualifications. Start wage is 26.00 /28.00 \$ per hour (including WE).
- Professional Development: Opportunities for Forest School Level 3 certification and other training.
- Supportive Team Environment: Work alongside passionate colleagues in a collaborative, nature-based setting.
- Paid Time Off: Vacation days, personal time, and 12 sick days per year.
- Extra Holiday Breaks: FFNS is closed for 3 weeks out of the year — 1 week in the winter, 1 week in the spring, and 1 week at the end of summer — providing you with additional paid time to rest and recharge.
- Paid Breaks: Enjoy 30-minute paid breaks off the floor to recharge and relax.
- Childcare Available On-Site: Childcare services are available with a 50% parent fee reduction for your own children.
- Paid Planning and Prep Time: 1 hour of paid planning and prep time per week, or more if necessary.



Fern Flower Nature School
Location: 3827 Charlton Dr, Qualicum Beach, BC V9K1Z3
Phone Number: 250-299-2054
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- Small, Intimate Group Size: Work in a setting with a maximum of 8 children, allowing for personalized attention and meaningful connections.
- Nature-Inspired Learning: Immerse yourself in a unique, outdoor-focused learning environment that encourages creativity, exploration, and growth.
- Extended Benefits: Currently, FFNS does not offer extended benefits. However, if you require benefits, we are open to discussing options and can look into providing them based on your needs.

Why Join Fern Flower Nature School?

- Small, intimate childcare setting with a maximum of 8 children.
- Flexible hours with morning and afternoon sessions, including half days on Mondays and Fridays, and full days Tuesday to Thursday.
- A supportive, collaborative, and nature-based environment.
- Opportunities for professional development, including Forest School training.

How to Apply:

If you are inspired to nurture young minds in a nature-rich environment, we would love to hear from you! Please submit your resume, a cover letter, your Philosophy, and references to fernflownatureschool@gmail.com. Applications will be reviewed on a rolling basis until the position is filled.

Learn More about Fern Flower - Nature School at <https://fernflownatureschool.net/>