



Employment Opportunity

Early Childhood Support

Department: Early Childhood Education Services
Posting Date: December 12, 2025
Location: Nipissing First Nation, ON
Schedule: 35 Hours per week
Job type: Full Time Contract
Contract End Date: December 18, 2026
Vacancies: One (1)
Reports To: Manager, Childcare Services
Salary Wage: \$22.85/hr

Nipissing First Nation is seeking a caring, collaborative, and community-minded Early Childhood Support Worker who is dedicated to nurturing the social, emotional, cognitive, and physical development of young children. The ideal candidate is someone who thrives in a team setting, communicates openly with families and colleagues, and contributes to creating safe, engaging, and culturally grounded learning environments.

What You'll Do in the Role

- Build caring, culturally respectful relationships with children and families, greeting them daily and supporting a strong sense of belonging.
- Support children's learning through play-based and inquiry-based activities that reflect their interests, abilities, and experiences
- Promote inclusive, engaging environments by supervising indoor/outdoor play, routines, meals, rest time, and transitions with safety and positivity
- Encourage healthy behavior, positive interactions, and group cooperation while helping children explore their identity, culture, and community connections.
- Work collaboratively with staff and parents, responding to questions or concerns promptly and assisting with referrals when needed.
- Participate in community initiatives that enhance child wellness and integrate cultural teachings into daily activities.
- Follow all health, safety, and program standards, including daily health checks, attendance tracking, safety checks, incident reporting, and monthly fire drills.
- Keep the environment clean, organized, and ready for learning by completing end-of-shift duties, preparing materials, and communicating supply needs.



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♥ ♥ Reasons to Join Nipissing First Nation

At NFN, we don't just offer a job, we offer a purpose-filled career in service to our community. Our workplace is one where learning is encouraged, growth is supported, and our culture is celebrated.

- ✓ Work with a passionate team rooted in community values
- ✓ Be part of an inclusive, supportive work culture
- ✓ Competitive salary and defined contribution pension plan
- ✓ Comprehensive benefits package – medical, dental, vision, life, and disability
- ✓ Business Casual dress and modern workplace practices
- ✓ Training, mentorship, and ongoing development opportunities

🌴 Vacation Time:

Start with three (3) weeks of vacation, plus enjoy a two (2) week paid office closure over the December holiday season – giving you time to rest, reset, and reconnect.

🌿 Additional Leave:

We offer better-than-average leave benefits to support your health, wellness, and work-life balance.

🎯 What You Bring to the Table

- Early Childhood Education, Child Development, Personal Support Worker or Early Childhood assistant diploma preferred
- Enrolled in a post-secondary institution or a secondary education program
- First Aid/CPR with AED
- 2 years' Experience working with children
- A valid Ontario Class "G" Driver's License and Access to personal insured vehiclePP
- A recent (within 3 months) Criminal Reference Check WITH Vulnerable Persons Check
- Excellent written and verbal communication skills
- Excellent interpersonal skills, problem-solving abilities and conflict resolution skills
- Ability to work in a manner respectful of First Nations culture, values and beliefs
- Ability to protect the personal health information of clients and maintain a high degree of confidentiality
- Proficient in Microsoft Office 365 applications; including MS Word, Excel, Access, Publisher and Outlook



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Application Deadlines and How to Apply

Nipissing First Nation follows a structured and fair hiring process. Please identify your eligibility clearly in your application.

Round 1 – Closing December 26, 2025.

Only open to registered Nipissing First Nation members.

(Round 1 applicants will be considered at this stage.)

Round 2 – Closing January 2, 2026.

Only open to spouses and children of registered NFN members and registered members of other First Nations.

(Round 2 applicants will be considered at this stage.)


Round 3 – Closing January 9, 2026.

Open to all applicants (status and non-status).

Posting will remain open until the position is filled.

If you are excited by this opportunity and want to make a meaningful impact with Nipissing First Nation, please submit your **cover letter and resume** to:

 resumes@nfn.ca

 **Deadline: 4:30 p.m. on the date assigned to your eligibility round**

Are You a Member of NFN?

Nipissing First Nation is deeply committed to the training, development, and employment of our members. ***We strongly encourage NFN members to apply,*** even if you don't meet every qualification. Your lived experience matters, and we consider all aspects of your background in the hiring process.

As per **Section 24(1)(a)** of the *Ontario Human Rights Code*, preference will be given to First Nation applicants.

Miigwech to all applicants for your interest. Only those selected for an interview will be contacted.