

Position:	Early Childhood Teacher
Agreement:	Early Education Employees Agreement (EEEA)
Award Classification:	EEEA (Dependent on work history)
Division:	Community Life
Unit:	Community Strengthening
Team:	Early Years
Date Reviewed:	July 2026
Approved By:	General Manager Community Life
Current Incumbent:	VACANT

Surf Coast Shire Council Acknowledges the Wadawurrung People, and the Gulidjan and Gadubanud Peoples of the Eastern Maar nation as the Traditional Owners of the land we now call Surf Coast Shire. We pay our respects to their Elders past and present, and all other Aboriginal and Torres Strait Islander People who are part of our Surf Coast Shire community.

Our purpose, direction and approach were developed collaboratively by our people for our people.

As an employee of the Surf Coast Shire Council you are committing to work towards our purpose within our team by following our direction and living our approach.

Purpose, Direction and Approach

Council is committed to helping our community and environment to thrive. In order to do this we understand that we will be an innovative and flexible leader that values the strengths of others enabling our workplace to be a place where people can do their best and be proud of their achievements.

Our Approach guides us in the way that we work:

We Do What We Say

We set clear expectations
We are accountable for our actions
We get things done

We See Opportunity

We look for better ways
We are open minded
We learn from our experiences

We Work Together

We value strengths and differences
We seek to work with others
We help people to succeed

We Make a Difference

We proudly represent Surf Coast Shire Council
We act with the future in mind
We go the extra mile

OUR APPROACH

We do what we say We work together We see opportunity We make a difference

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Introduction of the work of the team

Surf Coast Shire Council is the Early Years Manager (EYM) of six sessional Kindergarten services, including Kurrabee Myaring Kindergarten, Torquay Kindergarten, Jan Juc Pre-School, Anglesea Kindergarten, Helen Mary Kininmonth Kindergarten (Winchlesea) and Lorne Kindergarten.

POSITION OBJECTIVES

- To take responsibility for the development and provision of a high quality education and care program that meets the approved learning frameworks and National Quality Standards set by state government.
- To develop, maintain and ensure an inclusive and safe environment for children where innovation, creativity, environmental stewardship and outdoor play is encouraged.

ORGANISATIONAL RELATIONSHIPS

Reports to: Team Leader Kindergarten Programs

Supervises: Early Childhood Educators

Internal Relationships: All employees and Councilors

External Relationships: Members of the public, state and federal government and community groups and external service providers.

KEY RESPONSIBILITIES

- Create an open and welcoming environment that is inclusive and respectful for children and families that use the service
- Ensure the health, safety and wellbeing of children including supervision requirements
- Have a strong level of theoretical knowledge in early childhood development and practice
- Contribute to a positive team culture by providing ongoing professional leadership and mentoring to educators
- Plan, implement and evaluate a developmentally appropriate educational program, keep appropriate records of children and their progress and document strategies used to achieve individual objectives
- Lead and advocate for inclusive practices by supporting children with disabilities, fostering cultural diversity, and promoting gender equity across all learning environments
- Plan and deliver outdoor nature play programs (Bush/Beach Kinder)
- Assist in ensuring that the early years' service building, grounds and equipment are maintained to a high standard of safety, cleanliness and repair
- Work within the requirements of state and federal funding requirements including Education and Care National Law and Regulations, Kindergarten funding guidelines and Surf Coast Sire policies and procedures.

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ACCOUNTABILITY & EXTENT OF AUTHORITY

The Early Childhood Teacher makes many independent decisions in order to

- Supervise and assess staff
- Responsible person duties are required
- Communicate with parents in relation to their kindergarten experience
- Uphold responsibilities under the Education and Care Services National Law and National Regulations
- Be responsible for ensuring the Code of Ethics for early childhood educators and responsibilities under child protection legislation and Child Safe Standards are upheld at all times.

JUDGEMENT AND DECISION MAKING

- Ensure the paramount consideration of all children at all times
- Resolve minor problems that relate to the immediate work environment
- Assess the needs of families
- Ensure that the program is responsive to local needs
- Critically reflect on programming, practice and procedures

SPECIALIST SKILLS AND KNOWLEDGE

- Extensive knowledge of the Education and Care Services National Law Act (2010) and Regulations (2011)
- Extensive knowledge of the National Quality Standards (NQS) for Early Childhood Education and Care
- Ability to contribute to the service Quality Improvement plan, philosophy and Reconciliation Action Plan on a regular basis
- Extensive knowledge of National approved Learning Frameworks, and apply knowledge to use documentation and assessment tools such as, Kinderloop, EYALT, and TSLD
- Knowledge of KIS applications and Gateways staff management
- Knowledge of the Child Safety Standards and Information Sharing/ MARRAM reforms
- Extensive knowledge of Early Child Development and practice
- Knowledge of OHS guidelines.

MANAGEMENT SKILLS

- Provide leadership and manage staff
- Demonstrated ability to support, mentor and coach all staff
- Demonstrated ability to appraise staff professional development and support their continuing growth
- Demonstrated ability to manage time and set priorities
- Demonstrated initiative, flexibility, and attention to detail
- Proven ability to work well independently and within a team
- Ability to work within a productive team culture
- Organisational and administrative abilities
- Negotiating and consultative skills
- Understand records management obligations and responsibilities

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Position description

INTERPERSONAL SKILLS

- Ability to maintain confidentiality
- Ability to gain cooperation and support from staff and from all stakeholders of service
- Ability to gain confidence and respect of families and children
- Demonstrated ability to relate to both children and adults
- Sound oral and written communication skills
- Skill in conflict resolution and problem solving

KEY SELECTION CRITERIA

Qualifications and Experience

- Degree in Early Childhood Education or equivalent (ACECQA approved)
- A current Victorian Institute of Teaching Registration (VIT)
- Demonstrated ability to plan, implement and evaluate a quality educational program in accordance with approved learning frameworks
- Demonstrated knowledge of the National Quality Framework and quality improvement process in children's services
- Demonstrated ability to adopt an innovative, flexible approach to the provision of children's services
- Demonstrated ability to provide leadership and contribute towards the development of a productive team culture
- Excellent verbal and written communication skills
- A current level II First Aid qualification, including Asthma, Anaphylaxis and CPR
- Mandatory Reporting Training certificate completed annually
- Mandatory Child Safety training, both Foundation and Advanced
- Demonstrated understanding of the child safe standards and Information Sharing/MARRAM reforms
- Ability to identify Health and Safety issues pertaining to the work environment

Other requirements

- Current Victorian driver's license
- You have the Right to live and work in Australia
- A current Working with Children Check (WWCC).. All positions within Council are required to have a current WWCC. All prospective employees cannot commence work with Council until they have a valid WWCC
- Police Check results that are suitable for this position. All prospective employees will be required to undertake a national and/or international criminal history check before commencing employment with Council. This check will be conducted and paid for by Council.
- All staff working in Early years are required to have their details entered into the National Early Years Workforce registry

ORGANISATIONAL RESPONSIBILITIES

Child Safe Standards	Surf Coast Shire Council is committed to being a Child Safe Organisation where children and young people are protected, respected, and encouraged to reach their full potential. The Victorian Child Safe Standards are embedded across the organisation, our policies and procedures support the implementation of requirements under the Child Wellbeing and Safety Act 2005. Staff are expected to have and maintain a commitment to child safety, equity, inclusion and cultural safety.
Equal Opportunity	Surf Coast Shire Council is an equal opportunity employer. We ensure fair, equitable and non-discriminatory consideration is given to all applicants, regardless of age, gender, disability, marital status, pregnancy, sexual orientation, race, religious beliefs or other irrelevant factor. We recognise our proactive duty to ensure compliance with equal opportunity and other workplace-related legislation, and to eliminate all forms of discrimination.
Fraud and Corruption	To ensure Council's Fraud & Corruption policy and program are consistently observed and complied with, it is essential to apply sound fraud and corruption management practices within the workplace and community. Maintaining awareness through relevant training is crucial for all staff to meet their obligations and responsibilities related to fraud and corruption. Participation in the organisation's Fraud & Corruption training is a requirement to uphold these standards.
Record Keeping	Staff are required by legislation and internal policies to create full and accurate records that document official business activities of council.
Right to disconnect	In accordance with the new Australian right to disconnect legislation, this role acknowledges the importance of work-life balance and the employee's right to disconnect from work outside of regular working hours. However, and in addition to any obligations listed above, there may be occasional requirements to be available to take calls after hours or on weekends to address urgent matters or critical issues that arise.
Risk Management and Workplace Health & Safety	Ensure that work practices are conducted in line with Council's Workplace Health and Safety and Risk management policies, practices and relevant legislation. Observe safe work processes in accordance with training and instruction reporting any risks, hazards and incidents in a timely manner using the correct channels of communication.
Business Continuity and Emergency Management	All roles support business continuity and emergency management through participation in planning, training, and response activities relevant to their function.

To apply for this role please use the links on the 'Employment Opportunities' page of our website. To be considered for this opportunity candidates must address the Key Selection Criteria and follow the instructions listed in the Employment Application Guide.