



Boys & Girls Clubs
of Central Vancouver Island

Job title	Program Leader
Reports to	Licensed Program Supervisor
Date	April, 2016

Job purpose

This position requires a comprehensive knowledge of school aged child development, age appropriate program planning and behavior management theory. This position requires flexibility in meeting a variety of program needs in order to create and maintain a positive, fun, interactive, safe environment. It is expected that the Program Leader will function as a compatible member of a collaborative team and will work with minimal supervision.

Senior Program Leader - The Senior Program Leader is responsible for the day to day operations of their program, staff, and goals and objectives relating to the mission and vision of the organization.

Duties and responsibilities

Program Planning and Implementation:

- Assists with the design, implementation, and evaluation of a program schedule that includes age appropriate activities for program participants that include all elements of BGCCVI Core Programming standards.
- Ensure children are actively supervised at all times.
- Aware of outstanding issues/needs of program participants and corresponding care plans
- Work as a key member of an integrated staff team that consistently strives for inclusion, excellence and effective conflict resolution
- Responsible for maintaining effective relationships with parents/caregivers and other stakeholders
- Administers first aid and medication in accordance with Club policy and procedures and licensing regulations.
- Participate in special promotional activities, programs, or events as required by BGCCVI.
- Using a team approach Program leaders will work together to implement identified care plan goals and strategies for the Supported Child Development child(ren) to ensure consistent practice and maximize impact.
- When funding is available, a Program leader will be designated as a Supported Child Development (SCD) staff. He/She will work closely with other program staff to support the needs of the child and the group. SCD and Program Leaders can be interchangeable as long as someone is designated to focus on the needs of the individual and is following the strategies outlined in the child's care plan. In order to be inclusive, it is important that the SCD is not working in isolation and is not easily identifiable as a Support Worker.



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- SCD staff will observe and provide feedback to the child's team (Parent/Caregivers, BGCCVI staff, and Child Development Centre) on progress on goals and existing strategies and provide input towards any new areas of focus.

Administration:

- Complete bi-weekly timesheets
- Attend agency staff meetings and community meetings as required
- Adhere strictly to the Policies and Procedures of the Boys and Girls Clubs of Central Vancouver Island and Community Care Licensing Regulations.
- Document and report all incidents of suspected child abuse to the Ministry for Children and Family Development
- Reports all critical incidents to the Licensed Program Supervisor and Community Care Licensing and complete a written "Incident Report"
- Ensures that all required documentation is accurate and complete (daily attendance, Club log book, communication book, etc.)

Human Resource Management:

- Provide feedback for the evaluation of the work of volunteers/practicum students that are assisting with the delivery of the Club programs

Financial Management:

- Responsible for all program funds assigned including reconciliation (ie. handing in receipts/change)
- Ensure Ez-Child Tracks information is inputted daily

Facility Maintenance:

- Responsible for checking that any equipment or facilities used to help facilitate the delivery of the program plan are safe, in good working order, and free of risk
- Ensure that the facility is kept clean and daily/weekly/monthly duties are completed as assigned by your supervisor.
- Follow appropriate lock-up procedures at the conclusion of your shift
- Report all concerns you may note in the facility to the Licensed Program Supervisor immediately

Van Maintenance:

- Completes a pre and post trip van inspection anytime children are to be transported in an agency van. Van inspection must be conducted by employee with appropriate class license.
- Ensure car seats are properly installed and seatbelts are fastened correctly.
- Report all safety concerns regarding a van to the Senior Program Leader or Licensed Program Supervisor immediately
- Vans are cleaned out daily and washed/vacuumed regularly to present a positive BGCCVI image.
- Add necessary fluids to vans



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Professional Development:

- Maintains an up-to-date knowledge of new trends in activities programming
- Maintains the necessary qualifications of the position
- Participates in self-evaluation and goal setting
- Participates in courses and workshops as approved by Senior Program Leader or Licensed Program Supervisor

Volunteers and Practicum Students:

Senior Program Leader

- Interview, select and train volunteers/practicum students
- Supervise and evaluate volunteers/practicum students

All other duties as assigned by the designated Licensed Program Supervisor.

Qualifications

Education

- Must have completed 20 hours courses and/or training focusing on Child Development, Guidance, Health and Safety or Nutrition.
- Post Secondary training in Child and Youth Care, Recreation or related field or equivalent education and/or experience preferred

Experience

- Direct program delivery experience with demonstrated working knowledge of child care programs is preferred

Knowledge, skills and abilities

- Valid Class IV Driver's License and Driver's Abstract (within 3 months of employment)
- Valid First Aid Certificate with CPR (Approved by Community Care Licensing Regulations)
- Knowledge of school aged child development, age appropriate program planning and behavior management theory
- Knowledge of Community Care Facility Licensing Regulations
- Planning, organizing, implementing and evaluating age appropriate social, recreational and outdoor activities, for school-aged children and youth, that are appropriate to achieving the Mission and Vision of the Club
- Knowledge of unique needs of their club's individual community with regards to cultural diversity and challenged populations
- Assessment, planning, implementation and evaluation of programs, and activities
- Establishing and maintaining effective working relationships with program staff, volunteers, parents and school personnel
- Understanding the theory and practice of inclusion as it relates to cultural diversity and challenged populations



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Personal Characteristics

- Positive, supportive and cooperative role model to school aged children and youth
- Independent, proactive thinker
- An individual who will be able to function while exposed to a high level of noise and distractions from children. The individual may also need to pay close attention to physical and emotional challenges of children and youth.
- The ability to function independently, under pressure, while managing emergency situation is an ongoing expectation of this position.

Working conditions

This position will be exposed to a high level of noise and distractions from children. Direct delivery may include moderate physical activity involving walking, standing, bending and lifting children.

Direct Reports

- Program Leader - none

Approved by:	<i>Sarah Foster – Director of Childcare and Early Learning</i>
Date approved:	<i>April, 2016</i>
Reviewed:	<i>Liz Harper – Director of HR</i>