

Job Posting

Position Title: Early Childhood Educator (ECE)
Location: Fern Flower – Nature School, Qualicum Beach
Employment Type: Full-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 is full-time (36-38 hours per week).

Our mission is to use the Nature and Forest School model to bring children closer to nature in the early, primary, and secondary years. By cultivating rich learning experiences, children will make a connection with the diverse natural environment our locations have to offer.

Our vision is for your child to play and learn within our local forests with a knowledgeable and experienced educator who understands the importance of play and inquiry-based learning and how this can lead to a healthy child and a more sustainable world.

Our Educators, Certified British Columbia ECE and ECEA, with Outdoor Specialists (Forest School Level 1, 2 and 3), guide children to self-learning and discovery in a ratio of one teacher to eight students or less!

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 in a safe, inclusive, and nurturing environment. 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.



Fern Flower Nature School
Location: 3827 Charlton Dr, Qualicum Beach, BC V9K1Z3
Phone Number: 250-299-2054
E-mail: fernflownatureschool@gmail.com

Your work schedule will be Monday and Friday from 7:45 am to 12:30 pm and Tuesday to Thursday from 7:45 am to 5:15 pm plus 1 to 2 hours of planning and prepping.

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:

At least 2 years of experience 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.
- Small, Intimate Group Size: Work in a setting with a maximum of 8 children, allowing for personalized attention and meaningful connections.
- Nature-Inspired Learning: Work in a truly unique outdoor-focused learning environment that nurtures creativity, exploration, and personal 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.

At Fern Flower - Nature School, we provide more than just a job — we offer an opportunity to be part of a close-knit team, engage with the natural world, and make a lasting impact on the lives of young children.

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, cover letter, teaching philosophy, and references to fernflownatureschool@gmail.com . Applications will be reviewed on a rolling basis until the position is filled.



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