

## **Pedagogical Specialist**

**Location:** Brantford, Ontario

**Employment Type:** Full-Time Salaried, 13-month Maternity Leave Contract (December 2025 – January 2027), with a complimentary YMCA membership

**Salary Grade** – Grade 4

**Starting Annual Salary:** \$52,967.00

**Anticipated Start Date:** December 1, 2025

### **Position Description:**

We believe that it is through the power of our amazing people that the #YSavesLives. By joining the People, Leadership & Culture (PLC) team, you will contribute to making our Y the best place to work.

The Pedagogical Specialist reports directly to the General Manager of Program Integrity and Training. The incumbent will provide support to the Association's preschool and school age childcare programs through daily program visits in a support capacity, conducting quality assessments/audits and trainings within the Hamilton/Burlington/Brantford region. In addition, responsibilities will include expectations associated with the implementation of A Place to Connect, YMCA Playing to Learn, How Does Learning Happen, High Five and CCEYA with a focus on enhancing curriculum quality.

Hours of work are based on 40 hours per week, with the flexibility to be available early mornings, later afternoons, evenings, and weekends to accommodate the needs of the childcare program.

This is an excellent opportunity for a Pedagogical Specialist to champion best practices in pedagogy and contribute to the Child Care team of the YMCA of Hamilton | Burlington | Brantford.

### **What You'll Do:**

- Provide 20 hours per week of in program role modeling in program to support the implementation of the curriculum while referencing the assessment tool to provide accurate information
- Complete observations on programs regionally (Hamilton, Burlington, and Brantford) with the purpose of supporting quality and compliance, identifying components of YMCA Curriculum and CCEYA.
- Work closely with the General Manager of Program Integrity and Training, Area Managers, Inclusion Support Facilitators, Child Care Supervisors and Curriculum team
- Inform, guide, and educate frontline educators on best practices and pedagogy as it relates to YMCA Curriculum and How Does Learning Happen
- Develop reports to accurately track visits that align with CCEYA, Curriculum and quality;
- Deliver curriculum to assigned region
- Implement effective resources that support and enhance the quality of programs: Implement various quality assessment tools (Curriculum pre-assessments, ECERS 3, SACERS, GROOVE)
- Model and comply with association policies, procedures, best practices and employee expectations as established by the YMCA
- Develop and maintain relationships with community partners
- Use various methods of communication including computer, email, voicemail and/or internet applications
- Provide administrative support to the General Manager of Program Integrity and Training
- Provide accurate information to resolve concerns
- Prepare accurate reports as required
- Deliver YMCA Playing to Learn core trainings and A Place to Connect core trainings
- Use of a vehicle is required to conduct multi- regional visits, provide off site training and to provide onsite program support.

**What You'll bring:**

- Completion of Early Childhood Education Program or University Degree in Child Related Field
- Current Standard First Aid and CPR (Level C) certification.
- Sound knowledge of YMCA Curriculum
- Maintains current knowledge of CCEYA
- Proficient in Microsoft Excel, Word, PowerPoint, email and internet applications

**A Major Asset if:**

- Degree or Diploma in Adult Learning
- Degree or Diploma in Early Childhood Education and a member in good standing of the College of Early Childhood Educators.
- Current knowledge of ECERS/SACERS/ High Five

This position requires a commitment to the YMCA mission and core values of: Inclusion, Caring, Honesty, Respect and Responsibility, as well as a commitment to building developmental assets in children and adults.

All offers of employment will be subject to the provision that the successful incumbent provides the YMCA of Hamilton|Burlington|Brantford with a current and satisfactory Police Records Check. Positions responsible for the direct supervision of children and/or vulnerable persons will be required, in addition to a Police Records Check, to provide a Vulnerable Sector Screening Report at the time of hire. Police Records Checks are reviewed on an individual basis, and the offence(s), if any, is considered in the decision-making process in relation to the requirement of working with children; therefore, not eliminating all candidates with a record from being offered a position.

**Ready to Make a Difference?**

The YMCA is a charity that ignites the potential in people. #YSavesLives starts with building a strong community. If you're passionate about people and excited to lead impactful initiatives, we want to hear from you!

**Interested in applying?** Please submit your resume to Heather Mullen, General Manager, Program Integrity and Training via email [Heather.Mullen@ymcahbb.ca](mailto:Heather.Mullen@ymcahbb.ca) by **October 3, 2025**.

The YMCA of Hamilton|Burlington|Brantford is committed to creating an inclusive, diverse, equitable and accessible environment. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or neurodiversity. We understand the social barriers preventing individuals from applying for open roles. We encourage those from the Indigenous, 2SLGBTQIA+, BIPOC, and Disabled communities to apply. If you need any accommodation throughout the recruitment process, please do not hesitate to contact our People, Leadership and Culture Department at [plc@ymcahbb.ca](mailto:plc@ymcahbb.ca)