



Haldimand-Norfolk
REACH

supporting children, families, communities

Haldimand-Norfolk REACH is a multi-service agency, providing Child & Youth Mental Health Services, Autism & Behaviour Services, Developmental Services, Youth Services, Adult Counselling Services, and several Early Learning Intervention & Care services including EarlyON Child & Family Centres and the Community Action Program for Children.

H-N REACH serves as the Lead Agency for Haldimand Norfolk Children's Mental Health Services, Coordinated Service Planning and the Student Nutrition Program in the Hamilton/Niagara Region. Through our Contact Unit, the agency serves as the single point of access for a variety of children's services.

H-N REACH is recognized as a local leader in community education, advocacy, inter-sector collaboration and Community Service Planning.

Early Learning & Care Unit – New Position CHILDCARE SUPERVISOR

Ref. #2026-41

*Full-time, Permanent, Salaried
-35 hours a week
-Norfolk County*

Salary: Step 1- \$57,548 - Step 2 - \$60,964 - Step 3 - \$67,740

**(Rates include the Wage Subsidy, Wage Enhancement, and Canada-Wide Early Learning and Child Care grants as per current funder guidelines, for eligible individuals).*

Benefits: *as per Full-time/Part-time, Permanent, Salaried column of the Staff Association Cooperative Agreement, Article 12(a)*

Reporting to the Early Learning & Care Manager, as a member of the Leadership team, this position provides leadership in the supervision & ongoing operations of the Norfolk School Age programs that include; St. Joseph's (Simcoe), St. Bernard of Clairvaux (Waterford), St. Frances Cabrini (Delhi).

Responsibilities:

- Ensure the delivery of responsive, quality services for children and their families.
- Manage the day-to-day operations of assigned licensed child care programs and ensure all requirements of the Ministry of Education Child Care and Early Years Act 2014 are met.
- Lead, supervise, mentor, and motivate a team of employees.
- Provide program support, mentoring and coverage.
- Work with other agency services and community partners to ensure coordination and effective delivery of services.
- Member of the agency leadership team.

Qualifications:

- Early Childhood Education (ECE) Diploma (or equivalent e.g., a recognized B.A. in Early Childhood Education)
- Registered in good standing with the College of Early Childhood Educators (CECE)
- Five years of experience in a licensed child care setting as a Registered Early Childhood Educator (RECE)
- Previous leadership or supervisor experience in a licensed child care centre is an asset.
- Knowledge of the Child Care & Early Years Act, 2014, Child, Youth, and Family Services Act, 2017, "How Does Learning Happen?" framework, Early Years Policy framework and applicable current research and evidence-informed practices.
- Advanced knowledge and experience in program planning related to early child development and experience in leading, planning quality licensed child care programs
- Excellent communication, leadership, problem-solving skills and supervision experience
- Excellent organizational, administrative, computer, and verbal and written communication skills.
- Verification of the required immunizations/immunity, as required by the local Medical Officer of Health
- Vulnerable Sector Record Check (includes Criminal Record & Judicial Matters Check) and Children's Aid Society Declaration/Release
- Possession of a valid driver's license, satisfactory Driver Abstract, \$2 million liability insurance and use of a vehicle

Applicants are welcome to email the Early Learning & Care Manager, Jackie Forbes, jforbes@hnreach.on.ca for more information about this position, or to find out more about working at H-N REACH.

Please submit a cover letter (citing the reference # above) & resume by email to jobs@hnreach.on.ca by July 20, 2026 to:

Lynn Tessaro, Human Resources Manager
Haldimand-Norfolk REACH
101A Nanticoke Creek Parkway, Townsend, ON, N0A 1S0

Website: www.hnreach.on.ca

Haldimand-Norfolk REACH is committed to diversity, equity, inclusion and belonging.

Only those selected for an interview will be contacted

Please contact us if you require accommodation

A United Way member Agency



COME GROW WITH US

Join the REACH team to make a meaningful difference
in people's lives every day!