



## FAMILY DAY CARE EDUCATOR SELECTION CRITERIA

**ESSENTIAL:** Northern Rivers Family Day Care is a high-quality service. The following attributes are our selection criteria for FDC Educator applicants. They are also our on-going performance criteria for continuing registration with Northern Rivers Family Day Care.

1. Be at least 19 years of age.
2. Completed a minimum Certificate III in childcare.
3. Provide written approval from your landlord if wishing to work from a rented place of residence.
4. Prior experience caring for young children.
5. Be capable of continuously providing a safe and hygienic childcare environment which complies with the Education & Care Services National Law and Regulations as well as our service policies and procedures.
6. Possess a character suited to the provision of Family Day Care to families. Essential qualities include gentleness, patience, being responsive to children's needs, well organised, good verbal communication, good conflict resolution skills, professionalism, a commitment to further training and improvement.
7. Demonstrable ability to provide a FDC service which is not judgemental or critical of families and is respectful of diverse social and cultural backgrounds.
8. Demonstrable ability to plan & provide age-appropriate activities in a nurturing and encouraging environment that fosters and enhances the physical, emotional, social, creative, and intellectual development of individual children (an understanding of child development is implied here).
9. Possess good writing and numeracy skills (including basic book keeping techniques).
10. Be willing to care for 4 children under school aged, and up to 3 children school aged, (Ratio 1:4 non-school, 1:7 school aged). As a general guide be willing to work 3 - 4 days per week minimum, 8 hours p/d.
11. Hold current approved First Aid, Emergency Asthma and Anaphylaxis Management, and CPR certificates or willing to acquire it before commencing FDC.
12. Hold Current Child Protection and Safe Sleep Training or willing to acquire it before Commencing FDC.
13. Be a fit and proper person to provide unsupervised childcare, including Working With Children Check clearance and National Police Check. You and any other adults living at the premises are required to apply for a WWCC or provide us with your approval number for verification – see <https://ocg.nsw.gov.au/working-children-check>
14. Be physically, psychologically, and medically fit to care for young children. This includes the ability to lift and carry children & equipment, crouch & sit at child level, and manage stress. A medical assessment of suitability is required prior to commencement.
15. An initial 12-month commitment to provide childcare after registration (including a 6-month probation).
16. Satisfactorily complete all pre-registration training, attend work experience placements with experienced Educator Mentors and Playgroups, and participate in annual in-service sessions as required.
17. Cooperate with regular, unannounced visits by staff to monitor childcare and service delivery.
18. Must register for a PRODA (ID). The purpose of PRODA is to verify a person's digital identity. Once their identity has been verified through PRODA, they can interact with the Australian Government online for a range of purposes, without needing to verify their identity each time.
19. Basic computer skills.