



Essential Functions of the Job

For a *complete* job description, contact us. To apply for this job, you *must* be able to:

Child Care and Development

- Provide engaging, safe, and nurturing care for children of various ages, including infants and pre-teens.
- Fully focus on and care for the child throughout the entirety of the shift with minimal downtime and without personal responsibilities, such as bringing one's own child to work or making phone calls for personal business.
- Exhibit patience, creativity, and a positive attitude all day while interacting with children and providing for their needs.
- Have the energy to keep up with and actively engage children through play, reading, and interactive activities to promote their developmental growth.

Safety

- Use judgement that keeps children safe, vigilantly overseeing them to prevent accidents and injuries. See and hear in the child's environment, for safety purposes.
- Handle emergency situations calmly and efficiently with judgment that keeps children safe.
- Ability to clearly communicate with first responders and doctors.

Communication

- Communicate with children, including verbal interaction (ability to talk) and listening (ability to hear) in English as a first language or fluent second language.

Nutritional and Hygiene Care

- Prepare and provide nutritious meals and snacks according to children's dietary needs and parents' instructions.
- Assist children with personal hygiene tasks, ensuring they are clean and comfortable, including diaper changing.

Physical Demands

- Lift and carry a child weighing up to 25 pounds, including up and down stairs.
- Engage in physical activities inside and outside the home and such as standing, playing on the floor, walking, and using stairs throughout the shift.

Professionalism

- Maintain a high standard of personal care and hygiene, including appropriate dress and avoiding smoking, vaping, or excessive perfume or scented creams.
- Demonstrate professionalism in all interactions including use of language appropriate for young children to overhear.
- Independently complete applications, communicate with the agency without the help of others, and use a smartphone with basic technology.
- Reliability is essential; work scheduled shifts.

Transportation and Availability

- Provide own reliable transportation to and from work and meet specific scheduling and commuting requirements.

Disqualifying Situations

- Difficulty using technology or completing application processes independently.
- Needs for language support that cannot be accommodated within the job's requirements.
- Requesting to bring personal children to work or having financial constraints related to transportation.
- Demonstrating unprofessional behavior or language during interactions related to the job.

