



Inclusion Pedagogist

Full-Time Term until December 2027 (with possibility of extension) – 35 hours/week, 7 hours/day

Primary Location: Head Office – 333 Churchill Avenue N., Ottawa, ON, K1Z 5B8

Salary: \$33.88/hour

Who We Are

For over 160 years, Children's Village of Ottawa-Carleton has been an integral part of our community, supporting children, families, and caregivers through generations of change. Founded in 1864 as a home for orphaned and vulnerable children, we've evolved into a leader in high-quality, inclusive early learning and care. Throughout every chapter, one principle has remained constant: creating environments that feel like **"the next best thing to home."** Today, as one of Ottawa's longest-standing charities, we serve families through a network of licensed childcare centres, home childcare programs, and community-based services that reach children from infancy through school age.

If you're looking to build your career in a place where your work means care and carries meaning today and for generations to come, you'll find it here.

Position Overview

As Inclusion Pedagogist, you are a specialized educator embedded within our licensed child care agency to enhance inclusive practices and support the integration of children with special needs. You will collaborate with Educators, Supervisors, Families, and Special Needs Resource (SNR) partners to co-develop and implement inclusive strategies that foster equitable, responsive, and supportive learning environments.

This posting reflects two current opportunities within our team and reports to the Manager of Group Care.

What You'll Do

- Provide coaching and mentoring to educators and supervisors on inclusive pedagogy, programming, environments, and practices.
- Facilitate reflective practice sessions and team-based learning to build inclusive capacity.
- Liaise with children, parents/guardians, staff, supervisors, visitors and community agencies/supports as needed.
- Co-develop Program Development Plans (PDPs) and Individual Support Plans (ISPs) in collaboration with educators, supervisors, families, and SNR partners.
- Guide the implementation of strategies and actions outlined in PDPs and ISPs.
- Support educators in applying inclusive strategies in real-time settings.
- Actively participate in the Inclusion Pedagogist Network to support program implementation, capacity building, and resource sharing.
- Contribute to sector-wide learning through collaboration with other IPs, the IP Network, Children's Services, and SNR partners.

To be successful in this role, you will:

- Hold a degree or diploma in Early Childhood Education, Child Development, or a related social services field.

You bring:

- A minimum of 5 years' experience in early learning and child care, with a focus on inclusion, special needs, or pedagogical leadership.
- Demonstrated knowledge of inclusive pedagogy, trauma-informed practice, and equity-based approaches.
- Experience in coaching, mentoring, and adult/educator learning strategies.
- The ability to lift up to 40 pounds.

You demonstrate:

- Deep knowledge of inclusive early learning theory and applying evidence-based strategies.
- The ability to coach, mentor, and guide educators and supervisors.
- Effective collaboration with educators, supervisors, families, and community partners to co-develop and implement PDPs and ISPs.
- The ability to translate plans into action by supporting educators to implement inclusive strategies.
- Accountability through accurate data tracking, documentation, and reporting.

The selected candidate must hold a valid Standard First Aid & CPR 'C' certification, a current and satisfactory Police Vulnerable Sector Check, and a valid Ontario Driver's License with reliable access to a vehicle.

What We Offer

At Children's Village of Ottawa-Carleton, we believe the quality-of-care children receive is directly connected to how supported and valued our employees feel. That's why we've built a **workplace culture rooted in trust, respect, collaboration, and growth. where your wellbeing matters and your contributions are recognized.**

From your first day, you'll earn 5 paid personal leave days per year, and 4% vacation pay. Should the position become permanent, you will become eligible for our comprehensive total rewards package.

Most importantly, you'll be part of a team that genuinely cares, where collaboration is at the heart of how we work, and every team member plays a meaningful role in creating positive, lasting experiences for the communities we serve.

Recruitment Process & Accessibility

Children's Village of Ottawa-Carleton is committed to building a diverse, equitable, and inclusive workplace where all individuals feel respected, valued, and empowered to contribute. We welcome applications from people of all backgrounds, identities, and lived experiences, including, but not limited to, Indigenous, Black, and racialized individuals, persons with disabilities, members of the 2SLGBTQIA+ community, and those from diverse cultural and linguistic communities.

We are committed to providing an accessible and barrier-free recruitment process. Accommodations are available at every stage of hiring in accordance with the Accessibility for Ontarians with Disabilities Act

(AODA). Please let us know if you require accommodation in advance and we will work with you to meet your needs.

- **Application Deadline:** May 1, 2026
- **How to Apply:** Submit your resume and cover letter to Myrian Pepin, Executive Director, at careers@childrevillage.on.ca.

Apply today and join an organization that has been supporting children and families in Ottawa for generations. It takes a village to raise a child: come be a part of ours!