

BPA is a not-for-profit organisation that manages kindergartens and long day care centres in the western suburbs of Melbourne. Our focus is on achieving the best possible outcomes for children, their families and the wider communities we work with. By joining our team, you can expect a career that's more than education and care.

Be supported. We've put everything in place to make sure you have a supportive work environment:

- Comprehensive induction training
- Professional Development days and regular training opportunities
- Skilled and competent Nominated Supervisors
- Guidance from nurturing Educational Leaders
- Weekly visits from Liaison Officers to assist with financial operations and family communication
- Regular advice from dedicated Early Years Advisors
- A Leadership Team with Early Years experience and knowledge
- Additional support and training for new ECT's (*and those currently studying*)
- Regular Network Meetings with other BPA educators
- Partnerships with industry experts, like the Alannah & Madeline Foundation
- Dedicated Health and Safety Consultant
- Mental Health First Aid training
- Employee Assistance Program
- Updates via a communication app
- Policies and Procedures, frameworks, guides and templates

That means that when you come to work, all you need to focus on is putting the children first.

"Everyone at BPA is so understanding and supportive and genuinely wants their staff members to achieve their best."

Be valued. We offer interesting and meaningful work and opportunities to apply the wealth of skills and knowledge that you bring with you. We acknowledge the challenges of working in the Early Childhood sector, so we reward our staff with competitive pay rates. Sure, money isn't everything – but it feels good to be recognised for the important contributions you're making to our organisation. You'll also benefit from:

- Pay rates 3% above the VECTEA for Kindergarten co-educator staff and at least 6% above the Children's Services Award for Long Day Care staff
- Extra paid administration time
- Extra paid allowances above VECTEA – KIS Applications, Transition Statements, Nominated Supervisors, Educational Leaders
- Free first aid, anaphylaxis and asthma training and renewals

"It's a feeling that as an employee of BPA, we are part of a team. We are valued as professionals"

Be human. Our leaders are empathic *human beings* who put effort into building great working relationships and recognise you as more than an employee. We understand that you manage multiple priorities in life and strive to provide you with flexibility to accommodate the ups and downs. The teams at our Centres are all different and each has its own philosophy. You'll be part of an incredibly diverse team of value-led individuals who are here for the same reason - because every child deserves to be set up for success in life.

"BPA care about their staff... They are professional and have high expectations of their employees to ensure children are receiving quality care and education."

Don't be just another employee in a big corporation. Join BPA and truly make a difference.