

Job Announcement: Program Substitute 6 months

MountainStar Family Relief Nursery

MountainStar is looking to hire a Program Substitute for our Redmond site. The Program Substitute position provides program, community, and facilities support for our organization at the appropriate site. The goal of this position is to support the MountainStar team in providing great services that help strengthen families and keep children safe. This position reports to the Site Program Manager.

About Us and Our Values:

MountainStar Family Relief Nursery is a 501c3 nonprofit operating in Crook, Deschutes, and Jefferson counties. Our mission is to prevent child abuse and neglect through community support and therapeutic services that help vulnerable children and families succeed. Services include early childhood classes emphasizing social-emotional development, home visits, and other family supports.

Our values are:

1. Caring – *welcoming, trauma-informed, non-judgmental, family-focused, compassionate, honest, and fun.*
2. Collaborative – *engaged with clients, supporters, program partners, and communities.*
3. Excellence – *committed to quality programs, current research, continuous learning, and robust evaluation.*
4. Inclusive – *seek out and value diverse perspectives, understand and address systemic barriers equitably.*

Essential Job Functions:

- Work closely with children and families
- Work with Program Manager on Projects
- Provide therapeutic care for children 6 weeks to 4 yrs. as needed
- Provide developmentally appropriate activities and support in classrooms as needed
- Prepare serve USDA meals following guidelines and record keeping
- Participate in staffing around family/children issues as appropriate
- Work as a team to provide the best care for children and families
- Cook and Grocery Shopping as needed by Program
- Transportation support, map routes and transport children and parents in the company vehicle
- Greet visitors to the center
- Intake and store donations as needed
- Maintain clothes closets and food bank
- Support other nursery activities as appropriate
- Other duties as assigned

Knowledge, Skills, and Abilities

Preferred

- High School Diploma or GED (General Equivalency Diploma)
- Bilingual Spanish speakers
- Microsoft Office Suites, Proficiency
- Previous Office Experience

Required

- Work tactfully and sensitively with a diverse population which may include special needs
- Maintain a professional demeanor with clients, staff, and public
- Ability to be dependable and flexible
- Sufficient maturity and good judgment to function in crisis situations

- Evidence of emotional maturity and stability
- Physical stamina. Ability to lift and carry children, donations, and event materials
- Strong interpersonal communication skills
- Ability to answer phones and direct calls

Other Essential Requirements

- Ability to pass a background check
- Valid driver's license and reliable personal transportation. Clean driving record to drive company vehicles and transport children.
- Within 60 days of employment must be Pediatric CPR and First aid Certified, have a current food handlers' card, and show proof of completing "Recognizing and Reporting Child Abuse and Neglect," "Introduction to Child Care Health & Safety," "Safe Sleep," and "Prevention is Better than Treatment" courses as required by Oregon Office of Child Care

Success Factors:

- Ability to work independently and as a part of a team — conflict resolution skills are beneficial
- Genuine interest in building knowledge about early childhood brain development, trauma, and other topics relevant to MountainStar's mission
- Energetic and forward-looking thinker who actively seeks opportunities and proposes solutions

Salary Range + Benefits:

This is a 32 hour per week position, starting at \$19.00+/hr. depends on experience and qualifications, wage differential if bilingual, plus benefits. All positions at the MountainStar Family Relief Nursery are contingent upon the availability of funding.

To apply, please submit a cover letter and resume to: HR@mtstar.org

Please highlight how your skills, experience, training, and attitude will support your success in working across these many areas of our organization.

MountainStar is an Equal Opportunity Employer and does not discriminate based on race, color, national origin, gender, age, or disability.