

Position available:**Management team member at Yamanoko Childcare Center**

We are looking for new team members to work with us at *Yamanoko Childcare Center* (for 50 children aged 0 to 5, opened in September 2018), and *Yamanoko Childcare Center Home* (for 19 children aged 0 to 2, opened in September 2017) -both run and managed by Spiber Inc.

Our aspirations (goals in childcare) are to raise children that live in the present, and children with the sensitivity that they live on earth, together with parents and guardians. Through soil making used for compost, creating edible gardens, and cooking with bonfire, we aspire to create sustainable/ecological living together with children.

Our style of childcare is fully based on what we call the “exploration method”; we see children as the “greatest unknown”, and we question and explore their every small daily signs and behaviours to create constant innovative transformation in daily scenes of childcare.

Daily scenes of the childcare and management team at Yamanoko are undeniably proportional. By observing the class carefully we are able to make changes in management structure, eventually resulting in transformation of the scenes of childcare. We are looking for people who are eager to explore how we can build a management system from scratch where both children and team members can put impact on each other and grow together, who are excited by new experiences with a spirit of adventure and discovery.

Ideal candidates:

- Someone who will make a daily effort to accept all of child’s behaviour as “expressions”
- Someone possessing the ability to respond to changes with flexibility, to think for themselves, and to proactively turn ideas to reality
- Someone who can think from wide, multiple perspectives
- Someone who finds joy in working as a team, and has the ability to communicate well with others
- Someone capable of absorbing themselves in play, and willing accept a child’s every action as an expression of himself/herself
- Someone interested in observation and documentation, and is willing to engage himself in them

Duties:

- Capturing the state of childcare and team, and arranging a system that enhances growth and development
- Empowering parents and staff (educators)
- Administrative/facility management work i.e. subsidy application, creating and operating guidelines for rules and regulations, schedule management and etc.
- Childcare at multi-age classes run based on exploration methods, where each child finds what to engage himself/herself in, and learns from one another.

- Childcare and animal care that value sustainable living, conducted in an environment with rich nature
- Documentation and reporting duties related to children's day-to-day life at the childcare center

Job title:

Management team member (1 member)

Qualifications:

- Someone strongly interested in management of educational and welfare facilities
- Someone who has more than 3 years of experience in taking part in project management

*Possession of nursery teacher license is not necessarily required

*Someone who is specialised in a certain field is also welcome (other than child educational field)

*The candidate is expected to not only involve in management but also daily childcare

Position summary:

Employment type: full-time

Working hours: 7:30-19:00 (8 hours/day)

Holidays: Childcare center closed on Sundays and other holidays

Holidays per year: Varies each year; was 125 days for 2019

Paid leave: 15 days for 2019; special leave available

Selection method: Document screening followed by initial and final interviews as required

Notification of results: 1-2 weeks after application screening

Position to be filled: 1

Probation period: 3 months from commencement of employment

Planned starting date (planned): April, 2021

Location: Tsuruoka City, Yamagata Prefecture

Benefits:

- Insurance (health, employment, occupational accident)
- Pension (welfare pension)
- Fixed contribution pension system available
- Childcare/nursing care leave
- Subsidised health examinations (once a year)
- Subsidised external training (approximately 1 to 3 times a year, we will cover training expense, transportation expenses, and paid leave)

Remuneration:

Our company uses a self-declaration salary system, in which applicants decide their own salary (salary for the first three months working at the company will be decided separately via discussion with the candidate).

- Overtime pay available
- Please refer to our website for further information regarding our salary system

Estimated salary range:

¥230,000 to ¥350,000

How to apply:

Please apply via application form on our website.

Interview process:

Applicants who have successfully passed the document screening stage will undergo two interviews (initial interview, then final interview), each of them in which take approximately 30 minutes. In some cases, we may ask you to participate in additional follow up interviews.

Necessary documents:

- CV
- -Work history (not required if you have only recently graduated)
- Cover letter (describing the candidate's reason for applying)
- Essay

Essay theme: "Relationship with Children"

Please write about an experience you had interacting with children. Be detailed, and include how this event made you feel and think.

Length: 1,000-1,500 words

File format: .doc, .docx, .pdf (maximum file size: 5MB per file)