

Position available: Nursery Teacher

Our new nursery school, Yamanoko Childcare Sorai (provisional name), will open as part of the KIDS DOME SORAI in October 2018. We are looking for a new team member to work with us.

We will operate a safe and warm nursery school for 50 children, aged 0 to 5. The nursery will include a large outdoor area. Some additional benefits we will offer include the chance for children to mix within various age groups, the use of cloth diapers, and a bilingual environment. We will work together with the children to create a garden full of edible fruits, vegetables, and herbs, as well as spending time taking care of horses. We hope that these activities will provide the children with many rich life experiences.

Our team members will work together within a flat organizational structure which ensures that everyone's voice is heard. We're looking for people who are excited by new experiences, and who have a spirit of adventure and discovery.

Ideal candidates:

- Someone willing to act as a guide and facilitator to children
- Someone capable of absorbing themselves in play
- Someone willing to accept a child's every action as an expression of himself/herself
- Someone interested in observing and chronically each child's experience
- Someone with rich life experience
- Someone who treats others and themselves with sincerity
- Someone possessing the ability to respond to changes with flexibility, to think for themselves, and to proactively turn ideas to reality

Duties:

- Multi-age child care
- Providing childcare in outdoor/natural environments; helping with animal raising
- Documentation and reporting duties related to children's day-to-day life at the nursery
- Empowering parents

Job title:

Nursery Teacher

Qualifications:

Candidates should ideally possess at least one of the following:

- Nursery teacher license

Candidates without either of these qualifications may still apply, if they are willing to work towards obtaining a license and as long as they possess some experience working in childcare (for example, at an NPO kindergarten, English kindergarten, etc.).

Position summary:

Employment type:	Full-time*
Working hours:	Work hours range from 7:00-19:00 (8 hours/day)
Holidays:	Nursery is closed on Sundays and other holidays
Holidays per year:	Varies each year; was 125 days for 2017
Paid leave:	15 days for 2017; special leave available
Selection method:	Document screening followed by initial and final interviews as required
Notification of results:	1 - 2 weeks after application screening
Planned starting day:	Negotiable
Positions to be filled:	6
Probation period:	3 months from commencement of employment
Planned starting date:	September, 2018 (2 people) April, 2019 (2 people)

* Depending on experience, applicants may also be hired as contract employees (and may then be hired as full-time workers at a later date)

Benefits:

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

* Transportation and housing allowances etc. will be declared by each individual based on their needs, in line with our self-declaration salary system

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).

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

Estimated salary range:

¥180,000 to ¥300,000

New graduates: ¥180,000 to ¥200,000

How to apply:

Please apply via our website's application form.

Interview process:

Applicants who have successfully passed the document screening stage will undergo the following interview process. The interview will 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: 1000-1500 words

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