



## **Internal/External Posting**

### **Program Team Lead - Child & Family (Nguzo Saba EarlyON Centre)**

#### ***1 year Contract***

Delta Family Resource Centre (Delta Family) is a community-based agency, which has served communities in North-West Toronto for over 40 years. Situated in ethno-racially diverse communities, Delta Family envisions vibrant, empowered communities where Black potential is nurtured and celebrated, and ***all*** people thrive. Delta Family provides a responsive range of programs, services and activities for families, young children and their caregivers, youth, the Black community and seniors. Committed to anti-oppression and inclusive ways of engaging participants, EarlyON programs are **foundational** programs at Delta Family. Delta Family, in partnership with the Early Childhood Development Institute (ECDI) and Black Creek Community Health Centre, is opening a new Black EarlyON centre in Northwest Toronto.

Delta Family is currently seeking a passionate and experienced leader to for the **Nguzo Saba EarlyON Centre** to support the establishment of this ground-breaking new initiative. This role focuses on the creation, development and implementation of an Africentric EarlyON programming that celebrates diverse Black culture and supports EarlyON service delivery across Delta Family's EarlyON locations.

The Team Lead is supervised by the Manager, Child & Family Department and supports Early Childhood Educators, program staff, partners, supporting daily operations and ensuring welcoming, culturally responsive, and developmentally appropriate environments for children aged 0–6 and their parents/caregivers. This role is instrumental in fostering identity-affirming spaces that reflect the lived experiences, cultures, and strengths of Black families and communities.

#### **Key Responsibilities:**

- Establishing an EarlyON centre that is grounded in African cultural values
- Working with key partners in the Black EarlyON program which is grounded in the principles of the Nguzo Saba
- Supporting the design, planning, and implementation of culturally relevant **EarlyON programs**
- Ensuring that programs align with EarlyON goals, Ministry guidelines, and community needs
- Championing inclusive, culturally grounded programming that reflects the lived experiences of Black families and connects participating families to the village of Black communities and relevant services
- Fostering pride in cultural identity through programming that reflects heritage, traditions, and community strengths
- Providing day-to-day work direction to Early Childhood Educators, Community, placement students and other partners in this community-based initiative
- Support the operation of programming across Delta Family's three EarlyON locations, ensuring accessibility, responsiveness to community feedback, and developmental appropriateness for parents/caregivers and children aged 0–6
- Serve as a point of escalation for frontline challenges prior to escalation to management
- Preparing weekly schedules for Delta Family's EarlyON programs and support staffing coverage
- Ensuring monthly calendars for all EarlyON programs are approved and posted online in a timely manner

- Supporting the development of annual reports and applications for funding related to EarlyON programming
- Growing, strengthening and expanding partnerships to enhance service delivery and community engagement
- Working with the team to ensure programs align with EarlyON Ministry guidelines and organizational policies
- Monitoring program quality and collect data to support reporting and continuous improvement
- Managing site logistics, including supplies, safety protocols, and facility needs
- Understanding and promoting Delta Family as a B3+ agency
- Representation of Delta Family at partner tables
- Other duties as assigned

#### **QUALIFICATIONS:**

- Diploma or degree in Community Development, Social Work, Early Childhood Education , Child and Youth studies, Black studies or a related field or equivalent experience
- Lived experience of the issues faced by Black communities
- Minimum 3 years of experience in early years programming in a community setting.
- 3 years of delivering programming to Black communities, including families
- Experience in developing and maintaining community-based partnerships
- Strong knowledge of child development, youth development, family support principles, and community engagement.
- Excellent facilitation, communication and problem-solving skills.
- Proficiency in Microsoft Office and comfort with digital tools for program delivery and reporting
- Experience in documentation and reporting program activities
- Ability to represent Delta Family at different tables
- Strong organizational and outreach skills
- Strong command of the English language, verbal and written , other language an asset
- Clear vulnerable sector check, food handling and valid CPR/First Aid

**Application deadline Date: January 16<sup>th</sup> 2026; Open until position is filled**

***Remuneration: \$59,000 – \$62,000 annually – with benefits***

**Please submit your cover letter and resume to:**

**hiring@dfrc.ca**

**Subject line: Hiring Committee - Program Team Lead (Nguzo Saba EarlyON Centre)**

**Internal candidates will be considered before external candidates are processed**

Delta Family is an equal opportunity employer and makes every effort to accommodate the needs of candidates through the selection process. Please let us know in advance if you require accommodation.

**We thank all applicants for their interest.**

**Regretfully, only short-listed candidates will be contacted**