

**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 goal is to raise children, together with parents and guardians, that live in the present and are aware of their place in nature. Through activities such as making compost, creating edible gardens, and cooking with bonfires, we aspire to create a recycling-oriented way of ecological lifestyle 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 even the smallest of their daily expressions and behaviours to create constant innovative transformation during childcare.

The childcare setting and the management team at Yamanoko exist in a symbiotic relationship. Through careful observation of the daily childcare situations we encounter, we make appropriate changes to the management structure, eventually resulting in a transformation of the childcare itself. 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 impact each other and grow together, and who are excited to face new experiences with a spirit of adventure and discovery.

**Ideal candidate:**

- Someone who treats themselves and others with sincerity
- Someone who possesses the ability to respond to changes with flexibility, to think for themselves, and to proactively turn ideas into 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 who will make a daily effort to accept all of a child's behaviour as expressions of themselves
- Someone interested in observation and documentation, and who is willing to proactively engage in doing so

**Duties:**

- Understanding the state of childcare and the team, and arranging a system that enhances growth and development
- Empowering parents and staff (educators)
- Administrative/facility management work (subsidy application, creating and operating guidelines for rules and regulations, schedule management, etc.)
- Childcare at multi-age classes run based on exploration methods, where each child finds what to engage themselves in, and learns from one another
- Childcare and animal care that emphasize sustainable living, conducted in a rich natural environment
- 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

\*A nursery teacher license is not required.

\*Specialists in any field, not only child education, are welcome to apply.

\*The candidate is expected to be involved not only in management but also daily childcare.

**Position summary:**

Employment type: Full-time

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

Holidays: The childcare center is closed on Sundays and other holidays

Holidays per year: Varies each year; for reference, it was 125 days in 2019

Paid leave: 15 days (for the 2019 year); special leave available

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

Notification of results: 1-2 weeks after application screening

Positions to be filled: 1

Probation period: 3 months from commencement of employment

Starting date: Negotiable

Location: Tsuruoka City, Yamagata Prefecture, Japan

**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 expenses, 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 monthly salary range:**

¥230,000 to ¥350,000

**How to apply:**

Please apply via the [application form on our website](#).

**Interview process:**

Applicants who have successfully passed the document screening stage will undergo two interviews (initial interview, final interview), each approximately 30 minutes in length. 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 your 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 think and feel.

Length: 500-750 words

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