



BEHAVIOURAL HEALTH FOUNDATION

35 avenue de la Digue
St. Norbert, MB R3V 1L6
Phone: (204) 269-3430
Fax: (204) 269-8049

Position	Early Years Teacher/Principal
Department/Program	K-6 Classroom
Employment type	Full Time, Permanent
Shift / hours	Monday – Friday, 8:30 am -3:30 pm
Salary	According to Agreement
Posting Date	August 12, 2025
Closing Date	August 22, 2025
Number of Openings	1

ABOUT US

The Behavioural Health Foundation (BHF) is a Therapeutic Community providing long-term bed-based treatment for adults and family units experiencing issues related to substance use and co-occurring mental health concerns. Programming includes individual and group counselling and focuses on wholistic person centered wellness. Adult education, employment development and life skills are key components of supporting residents to move to healthier coping and life choices.

BHF is one of the few programs where adults can enter with their children or reunify with children not in their care while they are in the program. With dedicated childcare and K-6 education on site, the program offers healing opportunities for the whole family. The Indigenous Services at BHF offer Traditional Teachings and Ceremonies to residents and community members. Traditional healing in a trauma informed environment has strengthened many members' success in changing their lives. The Outreach team supports members working to maintain healthy choices as they transition back into their communities.

visit www.bhf.ca to learn more about our program.

JOB SUMMARY

The Early Years Teacher/Principal at BHF School is an integral member of the educational team, responsible for the day-to-day operations of the K-6 classroom while ensuring an environment that supports both academic and emotional well-being of students. Reporting directly to the Executive Director, this position plays a pivotal role in providing high-quality education tailored to the unique needs of children in a therapeutic, trauma-informed setting. The Early Years Teacher/Principal will manage all aspects of classroom instruction, student records, and contribute to the overall success of the school through effective collaboration with families, staff, and external professionals.

The Early Years Teacher/Principal will provide child-centered education to supporting students from diverse backgrounds, many of whom may have experienced trauma.

QUALITIES AND QUALIFICATIONS

- Valid Manitoba Teaching Certificate.
- Strong written and verbal communication skills.

- Demonstrated knowledge and understanding of Indigenous history, culture, practices, customs, and beliefs.
- Ability to work with minimal supervision while exercising sound judgment.
- Proven capacity to work both independently and collaboratively in a team setting.
- Self-motivated, well-organized, and able to manage multiple priorities effectively.

SUMMARY OF JOB DUTIES AND RESPONSIBILITIES

- Deliver Manitoba's K-6 curriculum using trauma-informed, culturally responsive, and developmentally appropriate teaching strategies.
- Create and maintain a safe, organized, and supportive classroom environment that fosters academic, social, and emotional growth.
- Engage and collaborate with parents, caregivers, and interdisciplinary staff to support each child's holistic needs.
- Maintain accurate student records, ensure compliance with educational regulations, and complete required reporting.
- Work effectively as part of a team, contributing to a respectful and positive workplace culture.
- Apply knowledge of Indigenous culture and traditions in classroom practice and participate in cultural awareness activities.

CONDITIONS OF EMPLOYMENT:

- Satisfactory Criminal Record Check with vulnerable sector check and child abuse registry check (no older than three months)
- A valid driver's license with a reliable vehicle and a satisfactory drivers abstract.
- Respect In School or Commit to Kids certification an asset.
- Must be legally entitled to work in Canada.
- Mental Health First Aid Certificate is considered an asset.
- Valid First Aid / CPR Certification an asset
- Must be able to work in a fast-paced environment.
- Must demonstrate a strong work ethic and be reliable.
- Maintain strict confidentiality guidelines regarding all clients, conversations, and referrals.

BENEFITS

- Fully employer paid comprehensive benefits package (Medical and Dental, Vision, AD&D, Critical Care Coverage) for full time/permanent employees.
- 5 % matched pension program
- 3 weeks' vacation to start.
- Worker's Compensation Coverage
- Training and development, including NCI, First Aid and Cultural Competency
- On site Indigenous teachings/ceremonies
- Free lunch, coffee, and snacks
- On site fitness facility
- Free parking on site
- Opportunities for education agreements for job related training
- Company paid dues for employment related professional designation
- Mileage reimbursement (when applicable)
- A park-like suburban setting makes coming to work a pleasure
- Casual dress

HOW TO APPLY

Applicants can express their interest by submitting a cover letter along with their resume and salary expectations to Executive Director, Paula Hendrickson at paulah@bhf.ca We thank all applicants, but only those being considered for an interview will be contacted.

Behavioural Health Foundation is an equal opportunity employer that pledges to uphold a workplace culture of inclusion, diversity, compassion, and respect. Behavioural Health Foundation welcomes applications from people with disabilities. Applicants may request reasonable accommodation related to the materials or activities used throughout the selection process.