JOB ANNOUNCEMENT
Early Childhood Disability Specialist

Position Overview
The Early Childhood Disability Specialist will serve as a critical source of support for providers and families of children with developmental disabilities. This individual will help providers and families navigate the complex early care and education system by guiding families through matching children’s needs with available program slots. And by providing providers with a resource to help identify solutions for challenges so that students are able to enroll in, or remain in the program. The Specialist will also support providers, sharing training and resources for best practices in serving children with disabilities and providing one-on-one technical assistance on inclusion-related topics to parents and child care providers. The Inclusive Early Education Expansion Program (IEEEP) is a county-wide effort to ensure that both parents and child care providers are prepared to serve children with a broad range of disabilities. The program’s goal is to provide inclusion-focused services and professional development for the expansion and increased access to quality early education opportunities for children with and without disabilities. The successful candidate will need to be flexible, have excellent time management, database management skills, and handle competing priorities.

About BANANAS Inc.
BANANAS is an Oakland based not-for-profit organization that has supported families in their parenting journey since 1974. We consider ourselves experts in the field of early care and education. Our programs and services support families and early care educators in raising our youngest learners to be happy and confident children. We provide assistance to families to find and pay for quality child care, parenting workshops, affinity support groups, playgroups, and professional development early care and education providers. Our support allows working families to thrive and be confident their children are in quality and nurturing learning environments. It is our vision that all children grow up to succeed in life and that they have all the support and tools they need to be eager and curious learners. BANANAS is a great place to work with colleagues who care about our families, early care educators, and each other.

Key Responsibilities

● Making providing services to all children accessible and bridging the inclusion gap for families.

Major Duties
Serve as a resource and advocate for inclusion to all BANANAS program staff
Integrate knowledge of county-wide disability/special needs resources across departments
Provide referrals to families looking for child care, as well as enhanced referrals for child care to families of children with disabilities: individualized consultation and assessment of each family’s needs for child care and follow up with potential providers, as well as aiding family in completing appropriate child care program applications.
Individualized consultation and assessment of each placement provider, to navigate and prepare environments for successful placement.
Develop and coordinate support groups and workshops for parents and providers as needed
Respond to provider requests for support, resources, and technical assistance in serving children with disabilities.
Promote existing training activities for child care providers on topics relevant to inclusion.
Attend monthly Early Learning Consortium meetings to participate in county-wide efforts to promote inclusive child care as the standard of care.
Attend regular team meetings with BANANAS and other partners to ensure and support families’ coordination across systems.
Provide reports as required by funders.
Represent the IEEEP program in community meetings, as needed.
Host and participate in related training and workshops to expand breadth and depth of knowledge.

Required Qualifications
- Verification of a Covid-19 vaccine is a condition of employment with BANANAS
- Major in Early Childhood Education, Social Work, Human Development, Public Administration, or a related BS degree.
- Knowledge of issues and challenges in the delivery of quality child care services to all children.
- Basic knowledge of the laws and regulations that protect children with disabilities and their families.
- Ability to take the initiative, resourcefully identify and solve problems, be accountable, and do whatever it takes to ensure families meet their goals.
- Ability to create and foster collaborative cross-sector partnerships.
- Demonstrated cultural humility and experience working effectively with people from diverse backgrounds.
- ABA training
- Experience working with inclusive curriculum and classroom
- Leading and facilitation of best practices of building environments with children with special needs
● Strong organizational skills and ability to establish new procedures and systems
● Strong verbal and written skills.
● Must have a valid California driver’s license, personal automobile insurance, and access to own transportation.

● Ability to work on evenings or weekends, as needed.

Preferred Qualifications
● Bachelor’s degree preferred – Major in Early Childhood Education, Social Work, Special Education, or Related Degree.
● Bilingual candidates preferred, but not required: Chinese, Spanish, or Arabic speaking.

How to Apply
To apply for the position, please email all required information to jobs@bananasbunch.org

No phone calls, please.

BANANAS is committed to maintaining a staff that reflects the diverse communities we serve. We are an equal opportunity employer and do not discriminate in hiring, promotions, or any other personnel action on the basis of sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, economic status, age, veteran status, marital status, parental status, medical condition, and/or mental or physical disability, or any other consideration made unlawful by local, state, and federal laws.