

## Early Years Great Careers

Grow. Lead. Succeed.



### What do children's services managers do?

Early childhood is a career for life, with opportunities for progression into leadership positions, including coordinating a children's service, for those who want to take the next step.

Children's services managers work in a variety of early childhood services, including long day care, family day care, occasional care and kindergartens. They:

- Direct and supervise early childhood educators (formerly known as child carers).
- Develop and coordinate programs to enhance the physical, social, emotional and intellectual development of young children.
- Ensure centres are safe and comply with relevant government standards.
- Liaise with parents.
- Maintain records and accounts for the centre.
- Understand and apply relevant legal, regulatory and policy requirements including the National Quality Framework, Education and Care Services legislation and regulations and the Victorian Early Years Learning and Development Framework.

### Fast facts

- Employment prospects in children's services are strong.
- Salaries vary depending on the employer, service and role. As an example, in local government services salaries can range from \$59,220 – \$98,780 a year.

Future employment rating ★★★★★

\*Future employment growth 11% PA or more. Source: DEEWR

### What should I study at school?

Useful subjects include English, maths, health and human development, psychology, VET – Certificate II in Community Services Work and selected units of competency from Certificate III in Community Services Work and Certificate III in Education and Care (previously Certificate III in Children's Services).

### What should I study at university or TAFE?

**Diploma of Early Childhood Education and Care** (18 months – 2 years)  
**Diploma of School Age Education and Care** (one year)  
**Advanced Diploma of Management Certificate IV in Training and Assessment**

Pathways are available to a range of Bachelor degrees such as:

- **Bachelor of Early Childhood Education** (four years)
- **Bachelor of Education – Early Childhood** (four years)
- **Bachelor of Education – Early Childhood Education** (four years)
- **Bachelor Degree** in a related area, followed by a postgraduate qualification in education, specialising in Early Childhood Education.
- **Bachelor of Early Childhood – Education and Care** (three years)\*
- **Bachelor of Early Childhood Studies** (three years)\*

\* These courses are generally designed for people who have a two year Diploma of Children's Services or equivalent.

### Once I am qualified, what are my other career and leadership options?

With further training options could include academic roles, early childhood teacher, primary teacher or secondary teacher. Management and leadership opportunities could include senior or executive roles in local government or state government.



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**Janine Brown** Manager Family  
& Children's Services Knox City Council

## What are your major qualifications?

I have a Bachelor of Education.

## How long have you worked in early childhood and in your current role?

Early years and working with children and families has been my passion for around 26 years. I have been in my current role for seven years.

## What is a typical day?

As a senior manager in a council with a \$16 million budget, I manage 300 staff servicing 4500 families across 48 purpose-built facilities each week. I also strategically plan for the whole community's health, wellbeing, and economic and environmental needs. My work requires creativity, complex problem solving and decision-making and monitoring against the strategic vision for our community.

## What influenced your interest in an early childhood career?

My grandmother and mother instilled in me the importance of resilient families, children and childhood. Growing up in Papua New Guinea affirmed for me the role of curiosity and play as a powerful foundation in learning.

## What made you change to early childhood?

During my nursing training I discovered that children in hospital were missing out on childhood and play. I left nursing and

commenced my early childhood training with a view to becoming a hospital play specialist... and it all grew from there!

## Describe your career advancement in early childhood.

My guiding career philosophy is to keep an open and curious mind and embrace new adventures. I have been a kindergarten teacher, primary school teacher, hospital play specialist, department head, preschool field officer, long day care centre coordinator, project officer, government policy adviser and children's services coordinator and senior manager in local government.

## What do you enjoy most about your career?

I have had the privilege to be part of the village that raises the child, supports the family and contributes to the future of our community and nation. I have worked alongside equally passionate and committed professionals and experienced a varied, challenging and rewarding work life. Other career journeys remain.

## What is the best experience you have had as an early childhood professional?

I have a rich tapestry – celebrating with a child who independently climbed a trapeze swing; supporting a family processing a new diagnosis about their child; using brain research to develop funding and policy platforms; and including a commitment to children as citizens in the council's early years plan.

## What would you say to others who might be considering a career in early childhood?

You need a curious mind and a commitment to evidence-based practice and continuous learning. You will be in a position of profound influence. You really can make a difference for children, families and whole communities now and into the future. You have the potential to have a rich and rewarding career in early childhood.

## Where do you see yourself in 10 years' time?

Working in a senior executive or advisory role in government or community, with a continued focus on advocating for positive outcomes for children and families.

## Want to know more?

[education.vic.gov.au/earlyyears Careers](http://education.vic.gov.au/earlyyears Careers)  
[deewr.gov.au](http://deewr.gov.au)  
[myfuture.edu.au](http://myfuture.edu.au)  
[careersthatmatter.com.au](http://careersthatmatter.com.au)  
[joboutlook.gov.au](http://joboutlook.gov.au)



Indicative salary taken from MAV report Jobs in Local Government in Victoria, May 2012. Salaries will vary depending on employer, role and Award.

Information regarding course and professional pre-requisites is of a general nature. Please consult a career practitioner and/or check with individual institutions to confirm specific course requirements.