



The Team

Region A Partnership for Children improves the quality of life for young children and families in western North Carolina by fostering healthy family systems, promoting inclusion, and building resilient communities. We are a group of early childhood professionals that support families and children in the seven western-most counties of North Carolina and the Qualla Boundary.

WE BELIEVE that families are experts in determining what is best for their child as they grow and develop, according to their individual circumstances.

WE STRIVE to hear what families want and need to meet the goals that they develop to improve the quality of life for their children.

WE PARTNER with families in working toward achieving their specific goals.

WE ENGAGE with families to advocate for greater collaboration among communities to ensure that each child has the support and encouragement needed to achieve his or her full potential.

The Role

Region A Partnership for Children is hiring for one full-time position for Early Care and Education Specialist (ECES)/Child Care Quality Enhancement program in our region. The Early Care and Education Specialist have the flexibility of traveling to regional child care providers, spending time in the Region A Partnership for Children's offices and attending virtual and in-person meetings. The hiring range is \$50,000-\$56,000 annual salary with benefits and mileage reimbursement for travel. Benefits include health insurance, retirement contributions, paid time, paid holidays, and mileage reimbursement.

The Role Description

The Early Care and Education Specialist (ECES) provide technical assistance (coaching and consultation), training, and professional development to early childhood education providers in centers and Family Child Care Homes. The ECES works with early childhood education providers to support quality of care for children, as they enhance indoor and outdoor classrooms, improve practices and interactions, and as they work toward comprehensive program development.

Services

- Create a climate of support, encouragement, and empowerment for administrators, early educators, children, and families in childcare centers and family homes in Region A.

- Use evidence-based strategies to assist early care and education (ECE) staff in self-assessment, increasing the use of developmentally appropriate practices, developing technical assistance plans, monitoring progress, and developing plans for continuous quality improvement.
- Evaluate early education classrooms using observation and tools such as Environment Rating Scales (ITERS-3, ECERS-3, FCCERS-3), CLASS, Simple Interactions, CSEFEL.
- Provide support for ECE program directors and administrators including but not limited to new program start-up, professional development, technical assistance and coaching, assessment and planning.
- Partner with Early Care Professionals to develop Program Improvement plans related to quality improvement, quality maintenance and support related to healthy social emotional and behavioral health for children in their classroom.
- Develop training plans and modules according to the specific needs of childcare facilities.
- Inform and connect the ECE community to resources that include, but are not limited to, other Smart Start activities, DCDEE Child Care Licensing, The WAGES Project, T.E.A.C.H., professional development opportunities, Child Care Subsidy, NC Pre-K, Mountain Child Care Connections, and available grants.
- Support new and prospective NC Pre-K sites with specific TA and resources to understand and meet NC Pre-K requirements.
- Keep records and report data in a timely and accurate manner that reflects technical assistance activities with teachers and directors.
- Be available for occasional weeknight and weekend training.
- Participate in local and regional committees as assigned.

Knowledge, Skills, and Abilities Training in Assessment related to Environmental Rating Scales and other tools for assessment and coaching and training early care professionals to increase licensure ratings and address overall quality for children, including support for healthy social, emotional and behavioral development.

- Knowledge of adult learning styles and classroom best practices.
- Ability to work and thrive in a fast-paced, unpredictable environment, where plans and tasks may change quickly. Flexibility, teamwork, and quick responsiveness are necessary.
- Familiarity with the North Carolina Early Childhood Education Higher Education system.
- Ability to present and maintain a positive attitude in stressful situations.
- Ability to work independently and as a member of a team.
- Must be proficient in Microsoft Office and be willing to learn additional software applications.
- Build relationships with teachers and directors with different levels of experience and from a wide range of backgrounds.
- Effectively communicate with ECE professionals and colleagues both verbally and in writing.
- Be willing to learn and implement new skills, systems, and techniques in creative ways
- A motor vehicle operator's license is required. Employees are responsible for their own daily transportation to a variety of off-site work locations with mileage reimbursed.

Qualifications

- Bachelor's degree in early childhood education or a related field from an accredited four-year college or university required.
- Minimum three years' experience in an early childhood environment.
- Experience with technical assistance, coaching or mentoring is preferred.
- Ability to build and maintain productive relationships with staff, agencies and businesses, based on equality and respect
- Strong computer skills including Microsoft Office, web browser and email

Physical and Environmental Demands

- **Frequent Driving:** You must possess a valid motor vehicle operator's license and provide your own daily transportation to various off-site work locations.
- **Regional Travel:** The role involves traveling to regional childcare providers, childcare centers, and family childcare homes across the seven western-most counties of North Carolina and the Qualla Boundary.
- **Office and Community Presence:** The position requires spending time in the Region A Partnership for Children's offices while also attending both virtual and in-person meetings.
- **On-Site Evaluations:** You are required to conduct classroom observations and evaluations using specific assessment tools, which involves being physically present in indoor and outdoor early childhood classroom environments.
- **Active Coaching:** The role involves providing technical assistance, coaching, and training directly to early care professionals within their active working environments.
- **Stamina for Stressful Environments:** You must have the ability to maintain a positive attitude in stressful situations and thrive in a fast-paced, unpredictable environment where tasks and plans change quickly.
- **Flexible Hours:** The role requires availability for occasional weeknight and weekend training sessions.
- **Computer and Tech Usage:** You must be proficient in Microsoft Office and be willing to learn and use additional software applications for record-keeping and data reporting.
- **Communication:** Strong verbal and written communication skills are necessary to effectively build relationships and interact with a wide range of professionals from various backgrounds.

To Apply

Thank you for your interest. We are accepting applications through **April 10, 2026**, or until the position is filled. Please send your cover letter and resume to Sally Loftis of Loftis Partners, who is managing the search for this organization. You can email Sally (sally@loftispartners.com) or mail your materials to Sally Loftis, 63 Folly Lane, Newland, NC 28657.

Region A Partnership for Children maintains a strong policy of equal opportunity in employment. It is our objective to recruit, hire, and retain the most qualified individuals without regard to race, color, religion, creed, ancestry, marital status, parental status, sex (including sexual orientation, gender identity and pregnancy), national origin, age, disability, genetic information, political ideology, veteran status, or any other characteristic or status protected by applicable federal, state, or local law. Our equal

employment philosophy applies to all aspects of employment, including recruitment, compensation, benefits, training, promotions, transfers, job benefits, and terminations.