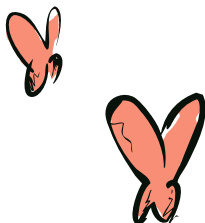




Tall Tree
EARLY LEARNING

Growing Futures

Build your Future. Build the Future.



A woman with long blonde hair is smiling and working on a craft project with two young children at a wooden table. The table is covered with various craft materials, including an egg carton, a jar of paint, and some dried leaves. The background shows a bright, airy room with large windows and a bookshelf. The entire image has a warm, orange-red overlay.

A career with Tall Tree

EARLY LEARNING

Tall Tree Early Learning



Tall Tree Outside School Care

Growing Futures.

Build your future. Build the future.

At Tall Tree, we believe in more than just careers, we believe in Growing Futures. We are offering a chance to create a career that resonates with your passion and values. When you become part of our team, you are not only building your own future, but also shaping the path for future generations. Our mission is to create a nurturing environment for children during their most important formative years and that starts with the passionate individuals who join us.

A career in early childhood is where joy and meaning converge. There's magic in early childhood – a time of wonder, curiosity and rapid development.

By joining the early childhood field, you are not only securing your own future, but also contributing to the vitality of families and communities. You become an integral part of a talented and skilled workforce that empowers little ones and their families during a precious period of learning that lays the foundation for their entire lives.





Experience a career that loves you back.

There is something truly special about a career that gives back as much as you put in. The roles we offer at Tall Tree are more than just positions – they are opportunities to be a part of something bigger. As you guide and support the growth of young minds, you will find that this career loves you right back, filling your days with meaning, purpose and boundless joy.

Impact that resonates through generations.

A career in early childhood carries immense weight. Professionals in this field have the power to transform lives on a daily basis. For those that adore spending time with young children, our roles offer not only meaning but an undeniable sense of fulfillment. The opportunities available within Tall Tree are growing rapidly, spanning roles from teaching, curriculum planning, preparing wholesome meals and Management.





Our Values

T.E.A.M

Let's talk about T.E.A.M - it's more than just an acronym; it's the heartbeat of Tall Tree.

We are a tight-knit community where everyone pitches in, supports each other and creates a welcoming space for our team members, families and children.

T is for Trust

Trust is the foundation of everything we do at Tall Tree. It's the glue that holds our relationships with children, families, colleagues and communities together.

Our families trust us to provide a safe, nurturing environment where their children can thrive. We trust each other, our managers and our organisation to have our backs and to always do our best.

E is for Exceeding

We are all about pushing the boundaries and going beyond the ordinary. We are committed to learning, growing and setting the bar high so that we can be the best at what we do.

Our dedication to excellence shines through in everything we do and we pass this passion on to our fellow team members and children in our care.





A is for Above & Beyond

We are all about going the extra mile to ensure our families and team members have an exceptional experience.

Whether its taking on a new challenge or lending a hand, we take accountability, show initiative and tackle problems head on.

M is for Magic Moments

This is all about sprinkling joy and fun into everything we do.

Whether it's brightening a child's day or celebrating our collective successes, we make every moment count and create memories that last.



Design your future.

At Tall Tree, benefit from our network of over 20 local services and over 400 passionate team members, spanning Early Learning and Outside School Hours Care. Career growth opportunities are limitless and you will be supported in your role from day one with regular professional development and inspiring career conversations.

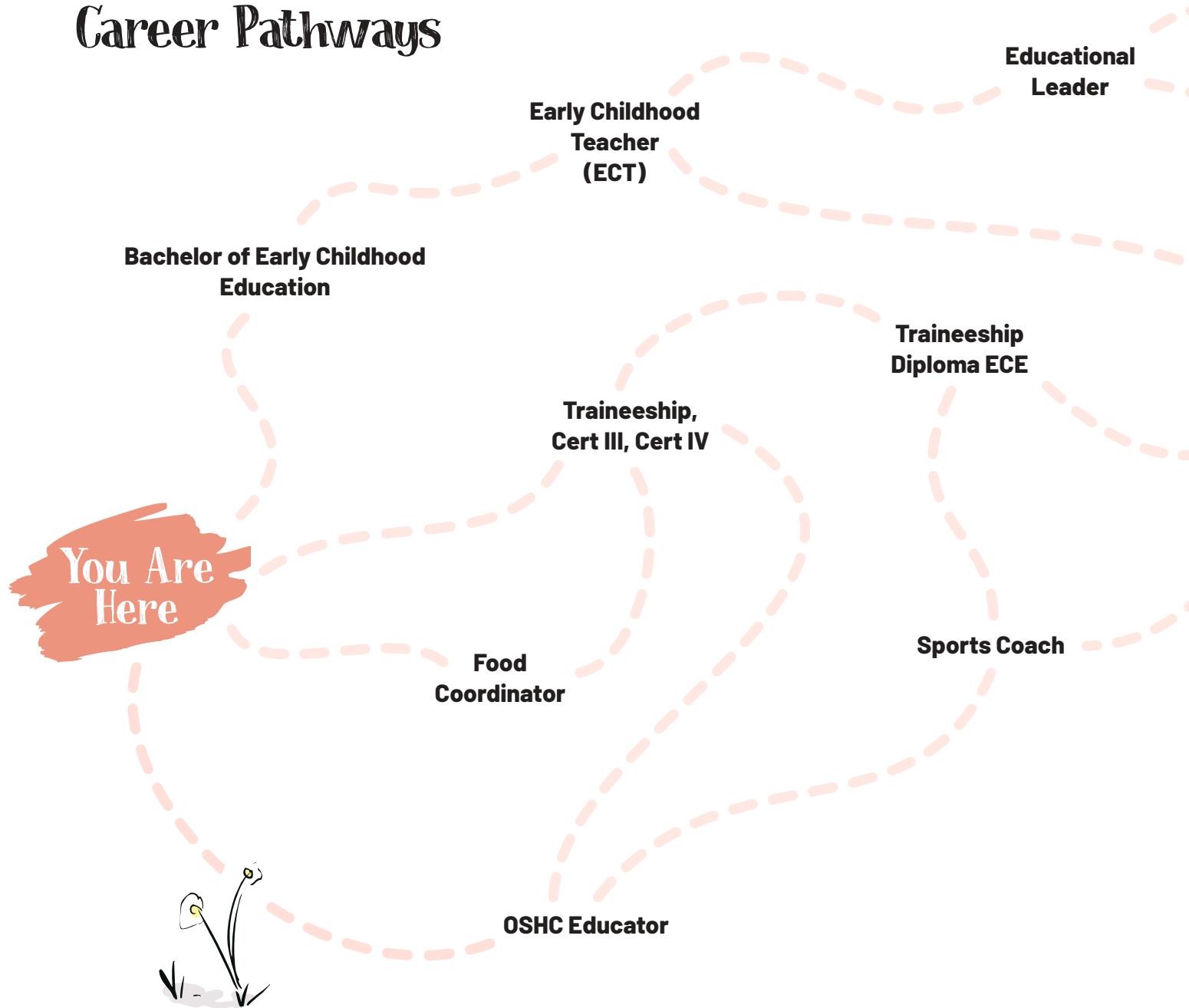
Craft your expertise.

Whether you are just starting out as a Trainee, an experienced Educator or a seasoned Centre Manager, your role is a craft that you can refine and elevate.

We provide specialised training and development, allowing you to hone your expertise and apply your skills to solve problems and seize opportunities.



Career Pathways







Leadership Roles

Regional Manager

Our Regional Manager role is a fast paced role where you can utilise your knowledge and understanding of the early childhood and Outside School Care sectors alongside your leadership skills. This role reports into our Head of Operations and is primarily responsible for providing leadership, training, development and operational direction to a portfolio of services to ensure they are operating in line with our vision and philosophy, whilst also exceeding industry standards, all whilst having a profound impact on the lives of children and families in our community.

Centre Manager

Our Managers are the heart of a service and we are always on the lookout for true leaders who embody our values in their day to day practices and actions, who will advocate for the rights of children and who will create an environment where every child can find a place to belong and grow.

This role is a unique opportunity to join a growing company with a focus on professional development and a passion for creating learning environments that are inspired by the Reggio Emilia philosophy. Our focus is always on providing the highest levels of quality care to the families and children we care for.

Assistant Manager

Take your first steps into centre leadership with our Assistant Manager roles. Work closely alongside our Centre Managers and have a positive influence across various aspects of the service. Build on your leadership and personal communication skills whilst assisting to provide all necessary support to the wider team, families and children, as well as contributing to the professional development needs of team members.

Pedagogy & Practice Leader

As Pedagogy & Practice Leader you will provide support to all Educational Leaders, Room Leaders and Educators by acting as an exceptional role model for Quality Area 1. Our Pedagogy & Practice Leader will have a sound theoretical knowledge of relevant philosophies and act as an expert offering support and guidance on the educational programs within each service.

A primary responsibility of the role will see you collaborate with the Educational Leaders and Managers across the group to maintain accountability for the completion of the educational program, documentation of children's learning and development and critical reflection tasks in all age groups.





Early Childhood Teacher (ECT)

Be the creative inspiration behind your service, using all your early learning experience, knowledge and skills.

As an Early Childhood Teacher you have the opportunity to make a difference in the lives of children from 0-5 years. This role requires passion for teaching and learning, developing exciting child-led learning experiences that are filled with fun. Our Early Childhood Teachers are pivotal in helping us to deliver the highest quality curriculum that supports children of all ages and abilities. Take your passion for teaching and learning to the next level by assisting in the development of school readiness programs and projects based on children's interests that can take you anywhere.

Educational Leader

As Educational Leader, you will be required to plan and implement high quality educational programs that align with our company philosophy and reflect the individual interests, ideas, learning and development of the children within each room at our service.

You will be a positive role model for all Educators, demonstrating a high level of reflective practise, accountability, time management and literacy.

Room Leader

Lead a team of educators in one of our childcare rooms and be responsible for ensuring our programs and practices are exceeding expectations at all times. Start your people leadership journey in this rewarding role. Our Room Leaders play a critical role in our centre leadership team, providing day to day guidance and support to educators at all levels. Bring your passion for high quality, education and care helping to ensure our programs and practices are exceeding expectations at all times.





Educational Roles

Sports Coach

Are you passionate about sport? Do you hold coaching qualifications or experience with playing and teaching sports to children?

Our Sports Coach roles are an exciting new addition to our Tall Tree career pathways. We aim to develop children's skills through a holistic approach and believe that adding regular sports to our children's ongoing curriculum is a great opportunity to foster life skills including confidence, resilience, teamwork and instilling a passion for movement.

Certificate III Qualified Educator

Working with the Educational Leader and ECT to ensure you deliver the educational programming as well as day-to-day care, your role is to accommodate and develop the children's social, emotional, physical, and educational needs. You are the smile that makes their day when they first walk through the door as you provide exceptional nurture and care for infants and young children within our early learning services.

Diploma Qualified Educator

As a leader in a learning environment you will inspire your team to create a lasting impact, spark wonder and curiosity in our children while in their formative years. You will ensure that each child receives care that is considered optimal for their individual needs. Qualified Educators are responsible for ensuring day-to-day activities cater for the emotional, social, language, creative, intellectual and physical development of children, whilst offering a supportive, positive and caring environment.

Qualified Educators are responsible for observing and monitoring each child's overall development; assessing children's strengths and potential areas of support.







Traineeships

Starting a traineeship with us can take you places. You will gain industry qualifications while working alongside our outstanding team of educators allowing you to learn while you earn!

To become an outstanding early childhood educator, you will need real-life practical on the job experience to help you better understand the theories and practices of childhood development. Our Traineeships provide the perfect model, allowing you to learn and understand the theories, then put them into practice through a hands-on approach. Traineeships are self-paced, meaning it's up to you how quickly you complete your units, allowing flexibility and balance that can work around your life. Most Traineeships generally take between 12-18 months to complete.



Enrol in a Traineeship with Tall Tree and enjoy the following benefits:

- Earn an income while you work towards your qualifications, gaining both practical and theoretical experience.
- Learn from and work alongside experienced colleagues and workplace mentors.
- Get access to high quality trainers & assessors to support your journey.



Support Roles

Food Coordinator

Lead your own kitchen - the heart of our centre!

Are you passionate about cooking healthy meals? Do you love the thought of developing a passion for food in children?

A position of huge importance to our offering, being our centre cook entails preparing fresh, wholesome meals for our children (and educators) each day. A role that requires passion for food and wholesome nutrition alike, you will be responsible for occasionally baking treats for special centre events and our families when they come to visit.

Testimonials

A great workplace is built on the experiences of the people who make it thrive. Here, our team members share what they love about their roles, the opportunities they've found and what makes Tall Tree a place where they can grow and succeed.

Centre Manager

"One of the things I love most about my role is the relationships I have the opportunity to build with the children, families, educators and the local community, in addition to working with my team to ensure that the service we provide to our children and families is of the highest quality. I feel supported in my role and enjoy the many opportunities we get to learn more about leadership and management, as well as network with the other managers across the group on a regular basis."

Nicola, Centre Manager
Tall Tree Early Learning Mullaloo

Trainee Educator

"As a trainee, I have a lot to learn! Since day one at Tall Tree I've been surrounded by skilled coworkers that have actively trained me and encouraged my development as an educator. My first Room Leader involved me in every process, providing a great example of parent interactions, how to complete learning cycles and create meaningful moments with the children. As a trainee you feel like an important and essential part of the team!"

Belle, Trainee Educator
Tall Tree Early Learning Subiaco



Early Childhood Teacher

"The best part about my role as an Early Childhood Teacher is learning alongside children and being able to foster creativity and imagination as we investigate the wonder in the world around us. I love the family orientated and supportive community that Tall Tree provides as it creates a home-away-from-home where children and teachers can flourish together. My journey with Tall Tree has enabled me to continuously grow and evolve as an ECT through their mentoring and amazing professional development opportunities that allow me to discover new possibilities."

**Elise, Early Childhood Teacher
Tall Tree Early Learning Mullaloo**

Room Leader

"I have been working here for just over a year. In my time I have gained invaluable skills and knowledge. I have been supported by both Management and my peers. In this role I have formed strong relationships with both children and families at my service and I feel appreciated every day. Tall Tree provides opportunities for personal growth and training and they are committed to ensuring every staff member feels welcome and supported. The work environment is positive and everyone involved feels connected and respected. My biggest highlight of this year was winning two awards at our annual awards ceremony. In my time working in the childcare industry this has been the best experience. I look forward to the coming years!"

**Ciara, Assistant Manager
Tall Tree Early Learning Manning**

Culture & Benefits

We value you.

Cultivating a culture of growth and empowerment.

At Tall Tree, we foster a culture centered around our team members, empowering each individual to thrive, be inspired and grow with purpose. Through our unparalleled training programs, we equip you with the tools to elevate your career – whether that means taking on new challenges, exploring different paths or continuously blossoming in your professional journey. Join us and discover the endless benefits of a career filled with purpose and fulfillment.

Leadership Program

Join our team and unlock unparalleled growth opportunities including access to our exclusive leadership program designed to empower and upskill emerging leaders of tomorrow. Experience a workplace where your potential is nurtured and your career trajectory knows no bounds.

Further Education

We value our employees' aspirations and offer opportunities for continuous development. Enjoy benefits such as paid time off the floor to complete your coursework and the added possibility of us even covering the costs of your qualifications. Additionally, access to our regular professional development sessions to stay ahead in your field.

Force for Good

We are committed to being a force for good in our communities we serve. Through partnerships with select charity alliances like Care Bags WA, Eat Up Australia and Zonta House, our team and communities regularly give back to Western Australian children and families in need. Experience the fulfillment of being part of something bigger.





Retail Discounts

Enjoy access to our bespoke discount program, providing significant savings on retail purchases, amounting to thousands each year.

Vibe & Thrive

Our annual Vibe and Thrive initiative is a health and wellbeing program to provide team members with access to annual flu shots, Employee Assistance Program (EAP) with access to psychologists and mental health professionals to ensure you continue to vibe and thrive.

Refer a Friend

We want more team members like you and we want to reward you (and your friend!) for working with us.

Professional Development

To be the best in the business, we want to hear from the best. Through our regular series of Professional Development networking evenings, you'll have the opportunity to connect and hear from the most influential and knowledgeable authorities in the industry – and beyond!

Discounted Fees

Great discounts are available on any childcare and OSHC service across Tall Tree and The Atlantis Group.

Social Events & Celebrations

Our social calendar has a number of events and award ceremonies to bring the entire group together to celebrate our individual and collective success. These events are free for our permanent team members.

Shape futures and elevate your path.

Tall Tree is your gateway to a fulfilling journey – a journey that nurtures potential, ignites growth and foster futures.

We are more than an organisation – we are a family that believes in nurturing potential, embracing growth and crafting brighter tomorrows. If you are ready to embark on a career that is as rewarding as it is fulfilling, we invite you to explore our life at Tall Tree, learn more about our benefits and become a part of Growing Futures.

Watch our Careers Video.



Tall Tree Early Learning
youtube.com/@talltreeearlylearning2051



What next?



Make an enquiry

Get in touch with our People & Culture team and ask any questions you might have.

email talent@talltree.net.au

Come for a visit

We will organise a short trial for you at one of our centres, so you can see what we are all about.

Attend an interview

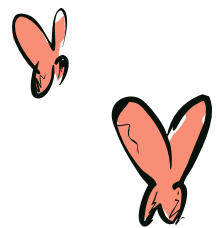
We'll invite you to meet with us to discuss the role you have applied for.

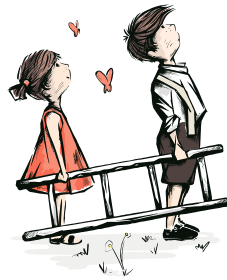
Meet your new team

Come along for an induction to meet your Centre Manager and team mates.

Your first day!

Welcome to the Tall Tree family and the start of your rewarding career.





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talltree.net.au

