



WORK AT THE Y

Child Care Director

FULL-TIME/EXEMPT

Salary Range: \$44,000 – \$54,000/year

BENEFITS:

- Complimentary Individual or Household YMCA Membership
- 50% Employee and Dependents Discount on YMCA Programs
- 40% Child Care Discount
- CPR/AED/First Aid Certification Provided Upon Employment
- Comprehensive benefits package, including health, dental, vision, retirement, and paid time off.

Under the direction of the Branch executive with support from the Senior Director of Child Care, the Child Care Services Director provides strategic leadership and operational oversight for all Child Care and Preschool programs. This position is responsible for ensuring safe, high-quality, mission-driven programming while maintaining compliance with Wisconsin Department of Children and Families (DCF) licensing regulations, YMCA standards, accreditation requirements, and organizational policies. The Child Care Services Director oversees program development, staff leadership, family engagement, budgeting, risk management, child abuse prevention, and continuous program improvement. This position serves as a member of the YMCA leadership team and promotes a culture of safety, excellence, collaboration, and accountability while advancing the YMCA's mission of strengthening community through youth development, healthy living, and social responsibility.

SKILLS & QUALIFICATIONS:

- Must meet Wisconsin DCF qualifications for a Child Care Center Director under DCF 251.
- Bachelor's degree preferred in Early Childhood Education, Child Development, Education, Human Services, or a related field.
- Minimum of two years of progressively responsible experience in licensed childcare or early childhood education.
- Previous supervisory and leadership experience preferred.
- Experience managing department budgets and financial performance.
- Experience with state licensing inspections, accreditation processes, and regulatory compliance.
- Experience recruiting, supervising, training, and developing staff and volunteers.

CERTIFICATIONS:

- CPR/AED/First Aid Certification (within 60 days of employment)
- Child Abuse Prevention Training
- Bloodborne Pathogens Training
- OSHA and Safety Training
- Wisconsin DCF required continuing education
- Maintain all certifications and professional development required by the YMCA and state licensing.



HOW TO APPLY:

A fully completed Waushara Community YMCA Employment Application is required, along with a cover letter and resume. Applications are available online at www.spyymca.org.

The Waushara Community YMCA is an equal opportunity employer functioning under an Affirmative Action Plan.

FREE
Y Membership

Paid
Holidays

Full Benefits
Package

Discounts on Y
Programs and
Child Care

Y Retirement and
Retirement Savings
Account

Inclusive Work
Environment

Supportive
Community