



Program Director, Waldorf Early Childhood Teacher Education, Childcare Pedagogical Leader

Job Description – September 2026

About Rudolf Steiner College Canada

Rudolf Steiner College Canada (RSCC) is a registered private career college that administers anthroposophical vocational programs, adult education and cultural outreach programs, and anthroposophical social services, one of which is our Star Seedlings Family and Childcare Centre located in Guelph, Ontario. For more information on RSCC please see <https://rsc.ca/>.

RSCC is seeking a Program Director to lead the Waldorf Early Childhood Teacher Education and Pedagogical programs, including at our existing and future childcare centre(s).

Position Details

- Permanent, full-time
- On-site (1 Hesperus Road, Thornhill, ON and Speedvale Avenue East, Guelph, ON with other locations in Ontario to come) with limited hybrid options
- Starting date: As soon as a suitable candidate is found
- Compensation: Starting annual salary \$74,750, and a standard benefit package
- Reports to executive director, works closely with other program directors, staff and faculty.

Position Description

RSCC provides high-quality Waldorf Early Childhood Teacher Education programs, including a full-time and part-time program. The Program Director is the pedagogical and administrative leader and lead in those programs, responsible for:

- Managing overall program planning, design, quality and delivery
- Managing student application and acceptance process
- Overseeing student teaching work at Waldorf schools
- Tracking and assessment of student learning and development
- Serving as a core member of the teaching faculty
- Leading the organization of other Waldorf early childhood education opportunities, e.g. conferences, talks, workshops
- Working collaboratively with directors, staff, faculty and community members
- Building relationships across the Waldorf early childhood community
- Contributing to the written and oral body of work on Waldorf early childhood.

At the childcare centres, the Director fulfills the role of pedagogical leader. This includes:

- Analyzing skill gaps across the centres to plan relevant training programs
- Designing and executing a clear vision for employee learning and professional growth
- Overseeing the creation and delivery of high-quality training courses and workshops
- Managing and mentoring a team of workshop delivery leaders



- Leading the design of new childcare spaces
- Working closely and collaboratively with site supervisors and other staff.

The Program Director is expected to be a thought leader for the Waldorf community in collaboration with others in the movement, including the Waldorf Early Childhood Association of North America, the Association of Waldorf Schools of North America, and the Pedagogical Section of the School of Spiritual Science.

Qualifications and Credentials

- Deep understanding of anthroposophical childcare principles
- Expert knowledge of Waldorf early childhood pedagogy gained through both academic study and significant practical experience as a Waldorf early childhood teacher
- Demonstrated success as an adult educator, capable of teaching a wide range of students as they strive to develop the core knowledge and capacities required of a Waldorf early childhood teacher
- Ability to evaluate the childcare environment and work of educators, and institute change through coaching, opportunities for professional development and the setting up of communities of practice
- A collaborative leadership and management style that facilitates relationships with program faculty, other colleagues, students, Waldorf schools, early childhood centres and others
- Commitment to an on-going engagement with anthroposophy including a continued study of the writings of Rudolf Steiner and other anthroposophists.

Hiring Process

To apply, please prepare answers to the below listed questions to be included in the cover letter, and resume to Marta Bak, Executive Director at mbak@rscc.ca. Applications will be accepted until 5:00 pm on October 9, 2026.

Questions for Applicants:

(Include in the cover letter)

1. Please describe your past experiences in designing and leading a Waldorf early childhood teacher education program. (250 words)
2. Please describe three key aspects of Waldorf early childhood pedagogy that a Waldorf early childhood teacher must understand in order to succeed. (500 words)
3. Please describe three key teaching skills that a Waldorf early childhood teacher must possess in order to succeed. (500 words)