Early Childhood Education Teacher (recruitment from abroad, permanent position in public sector daycare) (40 jobs)

City of Helsinki

PRÓXIMA SESIÓN INFORMATIVA: 20 October 2026 18:00-19:00 CEST (Spain mainland
Join here: https://teams.microsoft.com/meet/312424395611090?p=uJOwiABt7Ck1SzqNu2

Hello, Early Childhood Education Teachers! Are you interested in working in a public daycare in Finland, known for its high-quality education system? We offer a permanent full-time position, competitive salary, great employee benefits, free Finnish language training, apartment, relocation support, and a clear pathway to living and working in Finland. Whether you are an experienced Early Childhood Education Teacher or newly qualified, we at the City of Helsinki would be delighted to hear from you!

In Finland, ECE teachers are highly trusted professionals. You have significant autonomy in planning pedagogical activities and are encouraged to use your professional expertise in everyday work. You support the holistic development of children aged 0-6 in an inclusive, child-centred environment. You work in a multi-professional team, sharing responsibility for children's wellbeing and learning.

In Finland, ECE is part of the national education system and follows the Educare model, integrating care, education and teaching (read more from the Finnish National Agency for Education: https://www.oph.fi/en/education-system/early-childhood-education-and-care-finland(Link leads to external service)). **In practice, this means that:**

- Every moment is pedagogical
- Play is the foundation of learning
- Learning happens throughout the whole day
- Nature and outdoor environments are used year-round
- Children's interests and questions guide learning

Your core responsibilities:
- Plan, implement and assess play-based learning activities
- Lead your group's pedagogical work together with childcare nurses
- Observe and document children's learning and development
- Create and update individual learning plans in collaboration with families
- Collaborate with colleagues and multidisciplinary professionals
- Design inspiring learning environments indoors and outdoors

Our daycare units' opening hours range between 6:15-17:30, depending on families' needs. As a full-time teacher you work 38.25 hours per week Monday-Friday.

We are looking for professionals who connect well with others and are open to learning and professional growth. You value teamwork and recognise that high-quality pedagogy is built together. You will enjoy this role if you want to fully use your pedagogical expertise and appreciate professional trust and autonomy. You are an advocate of play-based learning and see learning opportunities in everyday moments. As a professional you are reflective, curious and resilient.

Qualification and other requirements to start the Finnish language course in February 2027:

- Right to work in Finland, for example, on the basis of EU/EEA citizenship
- At least Bachelor's degree in Early Childhood Education
- At least level B2 in English language
- Willingness and ability to commit to learning Finnish language prior to employment contract and relocation.

The working language in our daycares is Finnish. During the language course we test your language skill development regularly.

Requirements to enter into a permanent employment contract in January 2028:

• Reaching target level B1 in Finnish language
• Decision from the Finnish National Agency of Education demonstrating eligibility to work as an ECE teacher in Finland
• Criminal record extract from the Legal Register Centre
• Proof that you do not have respiratory tuberculosis
We can only enter into a permanent employment contract with you if you meet all the above requirements.
We provide comprehensive support to make your relocation to Finland as smooth as possible:
• Assistance with degree recognition process
• Remote Finnish language training (10 months, part-time, 4x90min lessons every week + 4-8h/wk independent study, homework and assignments) which you can complete alongside your current employment
• Pre-departure training also includes practical information about working and living in Finland
• Support in registrations with Finnish authorities upon arrival (also for relocating family members)
• Assistance in finding an apartment. As a City of Helsinki employee, you can rent a City-owned apartment and no rental deposit is required.

Language training and relocation schedule:
• Feb'27-Dec'27: Finnish language training remotely. Attendance and active participation is essential.
• Jan'28: Relocation to Finland and starting work.

Salary and benefits:
• Starting salary: €3,298/mth +3-8% experience-based supplements for 5-10 yrs of relevant experience
• ePassi benefit: €550/year (sports, culture, wellbeing, commuting)
• Comprehensive private occupational health care
• Paid annual leave: 23-28 days + 5 extra days for qualified teachers
• Holiday bonus pay

Watch our teachers who have already relocated share their experiences of pedagogical work, life in Finland, and the support they received in the relocation process:

• Álvaro and Eva: https://youtu.be/KhcaHeu-xLc(Link leads to external service)
• Melissa: https://www.youtube.com/watch?v=6eyjJjnxRiY(Link leads to external service)
• Yaiza: https://youtu.be/4IPA8d0pkI4(Link leads to external service)

We warmly welcome you to join a workplace that values your expertise and recognises the potential in both you and the children!

Additional information
Please note: Applications must be submitted **IN ENGLISH** using the application form attached to this job advertisement. We will conduct interviews during the application period, so we encourage you to submit your application as early as possible.

If you need additional information about this job opportunity, please contact:
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