



YMCA of Simcoe/Muskoka 2019 Day Camp Staff Application Information





Hello future day camp staff!

Thank you for your interest in being a part of our 2019 day camp team! We have a number of new and exciting opportunities planned for our campers this summer and are now looking to build the amazing staff team that will turn these plans into reality. Please take a few moments to review the information included in this package to gain a better understanding of the camps and positions that we have available for 2019.

Our camps –

This summer, we will be offering 10 day camps across Simcoe, Muskoka, and Parry Sound. There are seven centre based camps run out of the Barrie YMCA, Collingwood YMCA, Gravenhurst YMCA, Innisfil YMCA (with busses from Barrie, Innisfil and Bradford), Midland YMCA, Parry Sound Public School, and Wasaga Beach YMCA. There are also three outdoor camps run out of the Alliston area *new for 2019* (with busses from Alliston and Tottenham), Geneva Park (with busses from Barrie and Orillia), and Springwater Provincial Park (with busses from Barrie, Collingwood, Innisfil, and Wasaga Beach).

Available positions –

There are a variety of roles available at each of our day camp locations, though not all position are available at every site. On the position descriptions that follow this letter you will find a list of locations and the number of positions available at each site. Please be sure to read the position description thoroughly in order to understand the key responsibilities, required competencies, and necessary qualifications for the roles you intend to apply for. Note that some roles have changed since 2018.

Application process –

Applications are available at the following link: <https://ymcasmdaycamps.campbrainstaff.com/>. To begin an application you will need to create a Camp Brain account, or log into an existing account then follow the on screen prompts. Once you have submitted your application, please upload a copy of your **resume** using the 'view/upload paperwork' function within your account. Applications will not be considered until a resume is uploaded.

Applications will be considered in the order that they are received if positions remain available. The online application form will reflect the most up to date list of available positions.

If you have any questions about the staff application process or any of the information contained within this package, please do not hesitate to contact me.

Thank you again for your interest in joining our team!

Olivia Fullerton | Day Camp Director
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The YMCA of Simcoe/Muskoka supports diversity, equity and a workplace free from harassment and discrimination. The YMCA of Simcoe/Muskoka is committed to an inclusive, barrier-free recruitment and selection process and workplace. If you are contacted to participate in the recruitment or selection process, please notify us in advance if you require any accommodations. While we thank all applicants, only those selected for an interview will be contacted.



Counsellor

Position Locations: Alliston, Barrie, Collingwood, Geneva Park, Gravenhurst, Innisfil, Midland, Parry Sound, Springwater, and Wasaga Beach

Reports to: Site Coordinator, Programmer

Supports: Campers

General Function:

Camp Counsellors are responsible for making the magic of camp happen. They deliver daily programming, ensure camper safety and wellbeing, and provide quality care and supervision for their group of 10 campers. Camp Counsellors are fun, creative, caring and energetic. In this role staff will be required to work 7:00-3:00pm, 8:30-4:30pm, or 10:00-6:00pm.

Key Responsibilities:

- **Programming:** Lead and participate in all programs and actively swim with campers each day. Modify programming to fit the age and skill level of all participants.
- **Camper Care:** Interact with all campers in a positive and supportive manner in line with the Healthy Childhood Development frameworks. Be a role model for safety and take responsibility for the supervision and security of all participants in your care at all times.
- **Customer Service:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Demonstrate a strong support of and commitment to the mission, vision, and core values of the YMCA of Simcoe/Muskoka and the YMCA of Canada.
- **Administration:** Complete all necessary paperwork (site checks, program paper work, incident reports, pre-camp phone calls, staff meetings, and parent feedback).

Competencies:

- **Child and Youth Focused:** Commits to assisting growth and development among children and youth.
- **Concern for Health and Safety:** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Inclusiveness:** Understands and commits to promoting equal opportunity and support for all children regardless of ability.
- **Integrity:** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- **Sense of Community:** Demonstrates an awareness and understanding of community and responds to identified needs.

Qualifications:

- Standard First Aid and CPR C
- Experience working with children
- Must be a minimum 17 years of age as on December 31, 2019.
- Must be a student returning to school in September of 2019.
- Criminal Record Check with a Vulnerable Sectors Screening for those 18+ years of age. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$430/week based on a five day work week

Contract Dates: June 24th to August 30th (no work on July 1st or August 5th)



Extended Care Counsellor

Position Locations: Barrie, Orillia

Reports to: Site Coordinator, Programmer

Supports: Campers

General Function:

Extended Care Counsellors are responsible for preparing and leading exciting and engaging activities during before and after care. They deliver daily programming, ensure camper safety and wellbeing, and provide quality care and supervision. In this role staff will be required to work 6:45-8:45 am AND 4:15-6:15 pm.

Key Responsibilities:

- **Programming:** Lead and participate in all extended care programs. Modify programming to fit the age, skill level, and number of campers attending extended care.
- **Camper Care:** Interact with all campers in a positive and supportive manner in line with the Healthy Childhood Development frameworks. Be a role model for safety and take responsibility for the supervision and security of all participants in your care at all times.
- **Customer Service:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Be the primary staff responsible for sign in and sign out procedures. Demonstrate a strong support of and commitment to the mission, vision, and core values of the YMCA of Simcoe/Muskoka and the YMCA of Canada.
- **Administration:** Complete all necessary paperwork in a timely manner.

Competencies:

- ***Child and Youth Focused:*** Commits to assisting growth and development among children and youth.
- ***Concern for Health and Safety:*** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- ***Inclusiveness:*** Understands and commits to promoting equal opportunity and support for all children regardless of ability.
- ***Integrity:*** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- ***Sense of Community:*** Demonstrates an awareness and understanding of community and responds to identified needs.

Qualifications:

- Standard First Aid and CPR C
- Experience working with children
- Must be a minimum 18 years of age as on December 31, 2019.
- Criminal Record Check with a Vulnerable Sectors Screening for those 18+ years of age. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$280/week based on a five day, 20 hour work week

Contract Dates: June 24th to August 30th (no work on July 1st or August 5th)



Lifeguard Counsellor

Position Locations: Alliston, Geneva Park, Midland, and Springwater

Reports to: Site Coordinator, Programmer

Supports: Campers

General Function:

Lifeguard Counsellors are responsible for facilitating safe, fun and engaging water based activities. They deliver daily programming, ensure camper safety and wellbeing, and provide quality care and supervision for their group of 10 campers. Lifeguard Counsellors are fun, creative, caring and energetic. In this role staff will be required to work 7:00-3:00pm, 8:30-4:30pm, or 10:00-6:00pm.

Key Responsibilities:

- **Programming:** Lead and participate in all programs with campers each day. Facilitate water based programming including swim, canoeing and kayaking. Modify programming to fit the age and skill level of all participants. Ensure all waterfront equipment is properly stored and well maintained. **Camper Care:** Interact with all campers in a positive and supportive manner in line with the Healthy Childhood Development frameworks. Be a role model for safety and take responsibility for the supervision and security of all participants in your care at all times.
- **Customer Service:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Demonstrate a strong support of and commitment to the mission, vision, and core values of the YMCA of Simcoe/Muskoka and the YMCA of Canada.
- **Administration:** Ensure that waterfront areas and activities meet all safety requirements. Complete all necessary paperwork (site checks, program paper work, incident reports, pre-camp phone calls, staff meetings, and parent feedback).

Competencies:

- **Child and Youth Focused:** Commits to assisting growth and development among children and youth.
- **Concern for Health and Safety:** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Inclusiveness:** Understands and commits to promoting equal opportunity and support for all children regardless of ability.
- **Integrity:** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- **Sense of Community:** Demonstrates an awareness and understanding of community and responds to identified needs.

Qualifications:

- Standard First Aid and CPR C
- National Lifeguard
- Experience lifeguarding, canoeing, kayaking, and working with children.
- Must be a minimum 17 years of age as on December 31, 2019.
- Must be a student returning to school in September of 2019.
- Criminal Record Check with a Vulnerable Sectors Screening for those 18+ years of age. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$440/week based on a five day work week

Contract Dates: June 24th to August 30th (no work on July 1st or August 5th)



Inclusion Counsellor

Position Locations: Alliston, Barrie, Collingwood, Geneva Park, Innisfil, Midland, Springwater, and Wasaga Beach

Reports to: Site Coordinator, Inclusion Coordinator

Supports: Inclusion Campers

General Function:

Inclusion Counsellors are responsible for providing one on one support to campers with special needs during their time at camp. Inclusion Counsellors are caring, enthusiastic, and patient. They will use strategies to ensure that their campers experience success in the camp program. Inclusion Counsellors will receive additional training and support, but should come into this role with some knowledge and experience related to inclusion. In this role staff will be required to work 7:00-3:00pm, 8:30-4:30pm, or 10:00-6:00pm.

Key Responsibilities:

- **Programming:** Assist in developing program inclusion and modification strategies to create a successful camping experience for all. Act as a resource for other day camp staff regarding inclusive programming.
- **Camper Care:** Provide one on one or two on one support to campers with special needs. Manage behavioural incidents and implement behavioural redirection techniques when needed. Be a role model for safety and take responsibility for the supervision and security of all participants in your care.
- **Customer Service:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Demonstrate a strong support of and commitment to the mission, vision, and core values of the YMCA of Simcoe/Muskoka and the YMCA of Canada.
- **Administration:** Complete all necessary paperwork (site checks, program paper work, incident reports, pre-camp phone calls, staff meetings, and parent feedback).

Competencies:

- ***Child and Youth Focused:*** Commits to assisting growth and development among children and youth.
- ***Concern for Health and Safety:*** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- ***Inclusiveness:*** Understands and commits to promoting equal opportunity and support for all children regardless of ability.
- ***Integrity:*** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- ***Sense of Community:*** Demonstrates an awareness and understanding of community and responds to identified needs.

Qualifications:

- Standard First Aid and CPR C
- Experience with behaviour management and working with children with special needs.
- Must be a minimum 17 years of age as on December 31, 2019.
- Returning to school in September of 2019 preferred.
- Criminal Record Check with a Vulnerable Sectors Screening for those 18+ years of age. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$525/week based on a five day work week

Contract Dates: June 24th to August 30th (no work on July 1st or August 5th)



Leadership Counsellor

Position Locations: Geneva Park

Reports to: Site Coordinator

Supports: Leadership Campers

General Function:

The Leadership Counsellor oversees the day camp leadership program delivered at Geneva Park for campers 13-16 years of age. With support from the on Site Coordinator and Section Head, they will build a curriculum that encourages leadership development among the participants of the three week program. The leadership counsellor must be comfortable working independently and with an older age group.

Key Responsibilities:

- **Programming:** Develop and implement an age appropriate curriculum focused on leadership, followership, strength/skill building, and personal development. Lead and participate in all programs and actively swim with campers each day. Guide and support leadership program participants as they take on more responsibility helping with younger age groups in the camp community.
- **Camper Care:** Interact with all campers in a positive and supportive manner in line with the Healthy Childhood Development frameworks. Be a role model for safety and take responsibility for the supervision and security of all participants in your care at all times.
- **Customer Service:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Demonstrate a strong support of and commitment to the mission, vision, and core values of the YMCA of Simcoe/Muskoka and the YMCA of Canada.
- **Administration:** Complete all necessary paperwork (site checks, program paper work, incident reports, pre-camp phone calls, staff meetings, and parent feedback).

Competencies:

- **Child and Youth Focused:** Commits to assisting growth and development among children and youth.
- **Concern for Health and Safety:** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Inclusiveness:** Understands and commits to promoting equal opportunity and support for all children regardless of ability.
- **Integrity:** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- **Sense of Community:** Demonstrates an awareness and understanding of community and responds to identified needs.

Qualifications:

- Standard First Aid and CPR C
- Experience working with children and youth
- Must be a minimum 17 years of age as on December 31, 2019.
- Returning to school in September of 2019 preferred.
- Criminal Record Check with a Vulnerable Sectors Screening. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$525/week based on a five day work week

Contract Dates: June 24th to August 30th (no work on July 1st or August 5th)



Programmer

Position Locations: Alliston, Barrie, Collingwood, Geneva Park, Innisfil, Midland, Parry Sound, Springwater, and Wasaga Beach

Reports to: Site Coordinator

Supports: Counsellors, Volunteers

General Function:

Programmers are responsible for assisting in the development and delivery of the daily creative, fun, and interactive programming. They provide ongoing support to all counsellors and volunteers, and act as the On Site Coordinator's designate when they are absent. One Site Programmer is program delivery expert and is always prepared with a variety of back pocket games and transition activity ideas.

Key Responsibilities:

- **Leadership:** Act as a role model for all staff and volunteers. Coach other staff to effectively lead age appropriate programming. Take the lead in volunteer intake, scheduling, support, and hours tracking.
- **Programming:** Develop and implement age appropriate program curriculum in line with the YMCA values and CATCH philosophy. Lead and participate in all programs and actively swim with campers each day.
- **Customer Service:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Demonstrate a strong support of and commitment to the mission, vision, and core values of the YMCA of Simcoe/Muskoka and the YMCA of Canada.
- **Administration:** Maintain an accurate program equipment inventory and list of program equipment purchase needs. Provide newsletter information to the On Site Coordinator each week. Participate in weekly staff meetings. Complete all necessary paperwork.

Competencies:

- **Child and Youth Focused:** Commits to assisting growth and development among children and youth.
- **Concern for Health and Safety:** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Inclusiveness:** Understands and commits to promoting equal opportunity and support for all children regardless of ability.
- **Integrity:** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- **Sense of Community:** Demonstrates an awareness and understanding of community and responds to identified needs.
- **Teamwork:** Actively build teams and encourage open relationships for maximum organizational effectiveness.
- **Initiative:** Seek and find solutions to problems without waiting for direction; identifies new ideas that will assist in achieving mission and strategic goals.

Qualifications:

- Standard First Aid and CPR C
- National Lifeguard considered an asset at Geneva Park, Midland, and Springwater
- Must be a minimum 18 years of age as on December 31, 2019.
- Returning to school in September of 2019 preferred.
- Criminal Record Check with a Vulnerable Sectors Screening. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$525/week based on a five day work week

Contract Dates: June 10th to August 30th (no work on July 1st or August 5th)



On Site Coordinator

Position Locations: Alliston, Barrie, Collingwood, Geneva Park, Gravenhurst, Innisfil, Midland, Parry Sound, Springwater, and Wasaga Beach

Reports to: Assistant Day Camp Director, Day Camp Director

Supports: Programmers/Section Heads, Counsellors, and Volunteers

General Function:

On Site Coordinators oversee daily camp operations at their location. They are responsible for camper safety, staff and volunteer management, problem solving, and providing excellent values based customer service. This role can be broken down as 25% administration, 25% parent/guardian communication, and 50% behaviour management.

Key Responsibilities:

- **Leadership:** Supervise and act as a resource for all on site day camp staff and volunteers. Provide ongoing support, coaching, training, and performance management.
- **Customer Service and Communication:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Communicate regularly with site location managers, the day camp administrator, assistant director, and director.
- **Administration:** Complete all necessary paperwork (payroll, county attendance, family communication, site reports, year-end reports, and program supply ordering).
- **Risk Management:** Ensure staff to camper ratios are met at all times. Ensure all staff are trained in emergency procedures and oversee the implementation of YMCA crisis response procedures if necessary.

Competencies:

- **Child and Youth Focused:** Commits to assisting growth and development among children and youth.
- **Concern for Health and Safety:** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Inclusiveness:** Understands and commits to promoting equal opportunity and support for all children regardless of ability.
- **Integrity:** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- **Sense of Community:** Demonstrates an awareness and understanding of community and responds to identified needs.
- **Teamwork:** Actively build teams and encourage open relationships for maximum organizational effectiveness.
- **Initiative:** Seek and find solutions to problems without waiting for direction; identifies new ideas that will assist in achieving mission and strategic goals.

Qualifications:

- Standard First Aid and CPR C
- Experience with staff supervision in a leadership position at a day or residential camp setting. Strong self-management, organization, customer service skills, and ability to work with limited direct supervision.
- Must be a minimum 18 years of age as on December 31, 2019.
- Returning to school in September of 2019 preferred.
- Criminal Record Check with a Vulnerable Sectors Screening. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$600/week based on a five day work week

Contract Dates: May 13th to August 30th (no work on May 20th, July 1st or August 5th)



Inclusion Coordinator & Behaviour Specialist

Position Locations: Barrie/Geneva Park with travel to all other sites

Reports to: Assistant Day Camp Director, Day Camp Director

Supports: Inclusion Counsellors

General Function:

The Inclusion Coordinator will provide training, resources, strategies, and support to the Inclusion Counsellors located at each day camp site. They will act as the liaison between Inclusion Counsellors and parents/guardians.

Key Responsibilities:

- **Leadership:** Travel from site to site to offer direct support to each Inclusion Counsellor. Provide additional inclusion related training, resources, and behaviour strategies to Inclusion Counsellors and other staff.
- **Customer Service and Communication:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Communicate regularly with On Site Coordinators to offer behaviour management and inclusion program support.
- **Administration:** Act as the link between parents/guardians and Inclusion Counsellors. Ensure all necessary information is communicated between the two parties. Address all inclusion concerns as they arise.
- **Risk Management:** Ensure all inclusion staff are trained in emergency procedures and have considered the barriers that exist/accommodations that may need to be made for their camper in case of an emergency.

Competencies:

- **Child and Youth Focused:** Commits to assisting growth and development among children and youth.
- **Concern for Health and Safety:** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Inclusiveness:** Understands and commits to promoting equal opportunity and support for all children regardless of ability.
- **Integrity:** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- **Sense of Community:** Demonstrates an awareness and understanding of community and responds to identified needs.
- **Teamwork:** Actively build teams and encourage open relationships for maximum organizational effectiveness.
- **Initiative:** Seek and find solutions to problems without waiting for direction; identifies new ideas that will assist in achieving mission and strategic goals.
- **Quality Focus:** Ensures that YMCA programs and services are superior.

Qualifications:

- Standard First Aid and CPR C
- Access to a reliable vehicle for regular travel
- Experience delivering inclusion support and programming. Demonstrated conflict resolution, problem solving, time management, and organizational skills. Ability to work with limited direct supervision.
- Must be a minimum 18 years of age as on December 31, 2019.
- Returning to school in September of 2019 preferred.
- Criminal Record Check with a Vulnerable Sectors Screening. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$600/week based on a five day work week

Contract Dates: May 27th to August 30th (no work on July 1st or August 5th)



Day Camp Administrator & Social Media Specialist

Position Locations: Geneva Park with travel to all other sites

Reports to: Assistant Day Camp Director, Day Camp Director

Supports: On Site Coordinators

General Function:

The Day Camp Administrator will provide administrative support to the Day Camp Director, Assistant Day Camp Director, and On Site Coordinators. They are responsible for booking and scheduling services, coding and filing invoices, producing camp reports, and filtering incoming/outgoing customer and service provider communications. The Day Camp Administrator is also responsible for photographing camper experiences and scheduling marketing posts on all YMCA social media platforms.

Key Responsibilities:

- **Customer Service and Communication:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Ensure all questions and concerns are answered or escalated in a timely manner. Communicate regularly with On Site Coordinators and members of the leadership team. Establish and maintain strong working relationships with partners, service providers, and members of the community. Demonstrate a strong support of and commitment to the mission, vision, and core values of the YMCA of Simcoe/Muskoka and the YMCA of Canada.
- **Administration:** Complete all necessary paperwork and administrative tasks in a timely manner. Ensure all reports are completed on time and with accuracy.
- **Social Media:** Travel from site to site to photograph camper experiences roughly one to two days per week. Create and schedule social media posts across all available platforms.

Competencies:

- **Teamwork:** Participates actively in a team for organizational effectiveness
- **Communication:** Communicates in a thorough, clear and timely manner and supports information sharing and goal achievement across the associations
- **Planning and Organizing:** Establishes a clearly defined and effective course of action for self and others to accomplish short and long term work goals
- **Problem Solving:** Identifies an issue, gathers and processes relevant information coming up with possible solutions, selecting appropriate responses, and implementing them
- **Quality Focus:** Ensures that YMCA programs and services are superior.

Qualifications:

- Standard First Aid and CPR C
- Access to a reliable vehicle for regular travel
- Strong organization, customer service, self-management, and oral and written communication skills.
- Administrative experience and an ability to use Microsoft Office at an intermediate level. Experience with CampBrain considered an asset.
- Must be a minimum 18 years of age as on December 31, 2019.
- Returning to school in September of 2019 preferred.
- Criminal Record Check with a Vulnerable Sectors Screening. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$525/week based on a five day work week

Contract Dates: April 29th to August 30th (no work on May 20th, July 1st or August 5th)



Assistant Day Camp Director

Position Locations: Barrie/Geneva Park with travel to all other sites

Reports to: Day Camp Director

Supports: On Site Coordinators

General Function:

The Assistant Day Camp Director will provide significant leadership to all day camp sites and staff teams. They will work in collaboration with the Day Camp Director to ensure quality delivery of all aspect of the day camp program.

Key Responsibilities:

- **Leadership:** Assist in the recruitment, training, development, and management of day camp staff and volunteers. Travel to each day camp location weekly to provide ongoing support, coaching, training, and performance management. Manage volunteer placement and volunteer hours tracking. Act in lieu of the Day Camp Director or in place of an On Site Coordinator when necessary.
- **Programming:** Manage the development of day camp programming, resources, and training tools.
- **Customer Service and Communication:** Provide excellent customer service to all campers, parents/guardians, and service providers as a representative of the YMCA. Establish and maintain strong working relationships with partners, service providers, camper families, On Site Coordinators, and members of the community. Demonstrate a strong support of and commitment to the mission, vision, and core values of the YMCA of Simcoe/Muskoka and the YMCA of Canada.
- **Administration:** Complete all necessary paperwork on time and with accuracy.
- **Risk Management:** Conduct ongoing day camp program quality assurance checks in line with the Ontario Camps Association, County of Simcoe, and YMCA of Simcoe/Muskoka.

Competencies:

- **Concern for Health and Safety:** Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Integrity:** Demonstrates responsible behaviour at all times and maintains high ethical standards.
- **Sense of Community:** Demonstrates an awareness and understanding of community and responds to identified needs.
- **Teamwork:** Actively build teams and encourage open relationships for maximum organizational effectiveness.
- **Initiative:** Seek and find solutions to problems without waiting for direction; identifies new ideas that will assist in achieving mission and strategic goals.
- **Communication:** Communicates in a thorough, clear and timely manner and supports information sharing and goal achievement across the associations
- **Quality Focus:** Ensures that YMCA programs and services are superior.

Qualifications:

- Standard First Aid and CPR C
- Access to a reliable vehicle for regular travel
- Experience with staff supervision in a leadership position at a day or residential camp setting. Strong self-management, organization, customer service skills, and ability to work with limited direct supervision.
- Must be a minimum 18 years of age as on December 31, 2019.
- Returning to school in September of 2019 preferred.
- Criminal Record Check with a Vulnerable Sectors Screening. Applicants are advised to begin the Criminal Record Check process early as it may take several weeks to obtain results.

Salary: \$625/week based on a five day work week

Contract Dates: April 22nd to August 30th (no work on May 20th, July 1st or August 5th)