



Summer Camp Expedition Leaders Wanted!

Join our team and make a difference in people's lives!

- **6 Positions Available: May/June – August 29, 2025**
- **Earn \$146 - \$160/day plus Room & Board Included!**

Join YMCA-YWCA Camp Thunderbird, on the west coast of Vancouver Island, near Sooke, BC and help shape tomorrow's leaders through outdoor adventure, nature programming, and wilderness immersion! We offer both overnight and day camp programs. With 1200 acres of wilderness and a commitment to excellence, our camp provides children and youth with skills, confidence, and appreciation for the natural environment. Activities include canoeing, rock climbing, kayaking, archery, orienteering, ropes courses, environmental education, lake swimming, games, campfires, drama, and 3-5 day trips in the BC wilderness.

- You'll be part of a tight-knit and caring team.
- You'll lead activities, teach skills, facilitate safety, build community, and promote inclusion.
- You'll get:
 - ❖ a chance to work with an amazing team
 - ❖ staff special events such as evening socials (build your own sundae, nacho night etc.)
 - ❖ excellent food
 - ❖ free membership to the YMCA-YWCA gym and pool facilities
 - ❖ 4% vacation pay on top of your daily wage.

What you'll need before work starts:

- ❖ a clear police information check, with Vulnerable Sector Screening
- ❖ 40- or 80-hour Wilderness First Aid with CPR-C
- ❖ Experience working with children and youth in a wilderness environment
- ❖ SKGABC Assistant Overnight Guide and/or Paddle Canada Canoeing certifications an asset
- ❖ Completed High School required, with post-secondary education/courses an asset
- ❖ Current Bronze Cross or National Lifeguard (NL) certification is valued (those with NL will earn a higher wage than those with equivalent experience but without NL)
- ❖ French-speaking bilingual is an asset.

What you will be doing:

- Meeting the emotional, physical and safety needs of a group of 8 youth ages 11-15 (occasionally up to 10 campers, age 5-11).
- Live in rustic cabins or yurts with a co-counsellor and the camper group.



- Planning and delivering group programs, enthusiastically leading campers in all activities and camp-wide games and provide for the individual and group needs of youth/children, up to 24 hours/day for programs 9-12 days in length.
- Planning and leading 3–5-day trips to locations such as Juan de Fuca trail, , North Coast trail, Sayward Lakes, and Strathcona Park.
- Managing group dynamics and behaviour of the group to ensure all campers feel supported, safe, and included.
- Following YMCA Camping and BCCA accreditation standards in program delivery – part of the training!
- Promoting and role modeling the YMCA-YWCA core values: honesty, caring, respect, responsibility, and inclusion.
- Demonstrating, promoting and role modeling exceptional interpersonal skills, and a love of working with children and youth.
- Seeking help from a supervisor when it's necessary. They are there to help!

Apply today! Email your cover letter & resume or a [YMCA-YWCA application](#) form to HR@vancouverisland.ca and get ready for a great summer outside.

NOTES:

- 1. Shortlisting for interviews will begin in early January and will be ongoing – flexible interview scheduling is available.**
- 2. These positions are dependent on government funding and sufficient registration levels.*
- 3. The YMCA-YWCA of Vancouver Island is committed to equity and inclusion, and welcomes those who are gender diverse, 2SLGBTQIA+, First Nations, Metis and Inuit, Black, racialized, neurodiverse, and people living with disabilities to apply. If you require accommodations during the application process, please let us know.*
- 4. BIPOC (Black, Indigenous, People of Colour) Canadians aged 17 to 25 can apply to the YMCA Camp Equitable Employment Fund (CEEF), which exists to decrease barriers to employment at camps for people traditionally marginalized and underrepresented in the camping industry. Successful applicants receive financial assistance to offset the personal expenses of working in the outdoor industry, including certification courses, personal gear, equipment, and travel costs. For more information and to apply visit [CEEF Funding](#)*

For more information: [About the Outdoor Centre - YMCA-YWCA Vancouver Island](#)

The YMCA-YWCA of Vancouver Island is an equal opportunity employer.