



## Inclusion Support Counsellors Wanted!

- **Start Dates: Early May or Late June, until August 29, 2025**
- **Earn \$140.00-\$150/day plus Room & Board Included!**

**SITUATION:** Join YMCA-YWCA Camp Thunderbird, on the west coast of Vancouver Island, near Sooke, BC and help shape tomorrow's leaders through outdoor adventure 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, lake swimming, games, campfires, drama, and more ... don't have these skills yet? Not to worry... we will train you!

- 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 also get:
  - ❖ staff special events such as evening socials (build your own sundae, nacho night etc.)
  - ❖ excellent food including: bottomless salad bar at lunch and dinner (breakfast bar too); homemade pizza, chili, curry, burgers, and more; dessert after every dinner, evening snacks.
  - ❖ 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
- ❖ Standard First Aid with CPR-C
- ❖ experience working with children
- ❖ knowledge of or experience (lived, or as a support) with disabilities and/or neurodivergence is an asset.

### What you will be doing:

- Inclusion Support Counsellors are paired with children who require support to fully participate in camp programs.
- Meet the emotional and physical needs of children to enable their sense of safety, fun and belonging at camp.
- Prepare to support the camper by learning about them before they come to camp, and provide a written summary of their time and support provided at the end of their stay.
- When not paired with a child who requires support, function as a camp counsellor.
- Camp counsellors work in pairs and are responsible for meeting the emotional, physical and safety needs of a group of up to 10 campers, age 5-15.
- Live in rustic cabins or yurts with co-counsellors 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 children, up to 24 hours/day.



- 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@vancouverislandy.ca](mailto:HR@vancouverislandy.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.***