



YMCA-YWCA
Vancouver Island

Program Team Leader

YMCA-YWCA of Vancouver Island Outdoor Centre/Camp Thunderbird (near Sooke, BC)

Vacancies: 7

Classification: Casual

Placement: Late April or June until August 29, 2025

Starting Wage Rate: \$146.00 - \$160.00/day (Commensurate with certifications, experience and position). No charge for Room and Board.

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, 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 3-9 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 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.

Nature and Scope of the Role:

Our Camp Thunderbird and Outdoor Education Team Leaders (TLs) are leaders and role models in the camp community, and support our front-line program staff, in the delivery of quality outdoor education and summer camp programs. They provide a range of support from direct program instruction to guidance and mentorship of counselling staff members. All staff participate in daily cleaning, maintenance, and janitorial duties. Successful applicants will be energetic, motivated, organized, and capable of creating a positive sense of belonging for all participants. TL's will be required to live on-site during our program season in rustic, shared accommodation, and will be required to support counselling staff in providing care for children 24hrs/day.

Responsibilities:

- Supervise counselling staff, maintain and develop systems for organizing camp programs and logistics, develop new programming.
- Communicate with, and respond to feedback from, Outdoor Education clients (teachers

and group leaders) to ensure satisfaction with schedule, program delivery, meals and accommodation.

- Responsible for a section of campers, up to approximately 60-80 campers per session.
- Support campers and their families by communicating with parents as required.
- Perform administrative and organizational tasks related to their section.
- Function as an in-ratio counsellor when required.
- Seek help from a supervisor when it's necessary. They are there to help!
- Contribute to day-to-day camp operations such as support of dining hall logistics and/or meal supervision, direct supervision of groups of campers, and other duties as required.

What you'll need before work starts:

- ❖ a clear police information check, with Vulnerable Sector Screening
- ❖ Education: Enrollment or completion of post-secondary education in a related field is an asset.
- ❖ Successful applicants will have several years of day or overnight camping experience.
- ❖ Current Standard First Aid with CPR C or higher
- ❖ 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
- ❖ 40- or 80-hour Wilderness First Aid with CPR-C is an asset
- ❖ SKGABC Assistant Overnight Guide and/or Paddle Canada Canoeing certifications an asset

To Apply: Please send a cover letter and resume, identifying the specific position(s) you are applying for to:

Human Resources
YMCA-YWCA of Vancouver Island
Email: hr@vancouverislandy.ca

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.