



Duty Manager/Team Leader (Outdoor Education & Summer Camp)

YMCA-YWCA Camp Thunderbird

Placement: April 28 - August 29, 2025 (dates negotiable, with possibility of extension to September)

Wage Range: \$180-190 per day (Room and Board is 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 and wilderness immersion! We offer field trips for schools, and traditional summer 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, and drama.

Come share your outdoor education and camp experience with a dedicated team of caring instructors who will rely on your leadership and enthusiasm to help guide them in delivering safe and fun outdoor activities for visiting school groups and summer campers. As the Duty Manager/Team Leader, you will work with the Program Manager to oversee the Outdoor Education program and be the primary contact for program staff and clients when the Program Manager is off-site in May and June. In July and August, you will work with the Program Coordinator and Team Leaders to oversee summer camp programs.

We will provide:

- On-site housing - shared staff accommodations.
- All meals while working. Our dining hall boasts tasty and nutritious meals including daily bottomless salad bar, evening desserts and warm breakfast with breakfast bar.
- Free membership to the YMCA-YWCA gym and pool facilities.
- 4% vacation pay on top of your daily wage.

What you will be doing:

- Support the Management Team in organizing and supervising Team Leaders and Counsellors leading outdoor education and summer camp programs.
- Ensure counsellors have the skills, resources, and support to deliver programs that are safe, fun and educational through direct supervision, mentoring and feedback.
- Provide direct program delivery, acting as an Outdoor Education/Summer Camp Counsellor, caring for children up to 24 hours per day, as needed.
- Review and update bookings and program schedules.
- Communicate with, and respond to feedback from, Outdoor Education clients to ensure satisfaction with schedule, program delivery, meals and accommodation.
- Take a senior leadership role as the on-site Duty Manager.
- Support campers and their families by communicating with parents.
- Provide supervision to a summer camp section of 60-80 campers.
- Participate in the training of new employees and volunteers, performance reviews, conflict resolution, and conducting pre-season training.



Qualifications:

- Occupational First Aid Level 3 (or equivalent/higher) and CPR C required
- National Lifeguard certification considered an asset
- Minimum 2 years of program instructor/summer camp counsellor experience
- Clear Police/RCMP Criminal Record Check with Vulnerable Sector Screening
- French-speaking bilingual is an asset.

To Apply: Please send a cover letter and resume to:

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

- 1. *Application Deadline: Applications will be short-listed for interviews as they are received. This posting will close when a suitable candidate has been found.***
- 2. *Please indicate in your cover letter how you heard about this position.***
- 3. *We thank all applicants, but only short-listed candidates will be contacted.***
- 4. *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.***
- 5. *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.