



## **Camp Counsellors Wanted!**

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

- **Positions Available:**
  - **Outdoor Education Counsellors (May-June, rolling over to one of the positions below, and September)**
  - **Summer Camp Counsellors (June 26 – September 4<sup>th</sup> 2026)**
  - **Inclusion Support Counsellors (June 26 – September 4<sup>th</sup> 2026)**
  - **Leadership Development / Expedition Counsellors (June 26 – September 4<sup>th</sup> 2026) (see also separate posting for these positions)**
- **Start Dates: Late April, early June or late June, until September 4<sup>th</sup> 2026 or Oct 4, 2026**
- **Earn \$142.80 - \$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 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.)
  - ❖ 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 during employment
  - ❖ 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
- ❖ French-speaking bilingual is an asset.

### **What you will be doing:**

- Counsellors will be 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 other staff and/or campers



- 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 behavior 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 necessary. They are there to help!

### Some details on qualifications:

**Counsellors and Inclusion Support Counsellors (*please also see Inclusion Support Counsellor job posting*):**

- Experience working with children in a day or overnight camp, childcare, educational or recreational setting is an asset.
- High School Graduation and post-secondary education/courses are an asset.
- Current Wilderness First Aid is an asset.
- Hiking, Canoeing, Kayaking, Rock Climbing certifications are an asset (training provided)
- 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).

**Apply today!** Email your cover letter & resume or a [YMCA-YWCA application](#) form to [jobs@vancouverislandy.ca](mailto:jobs@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. Please indicate in your cover letter how you heard about this position.
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 accommodation 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.***