



## **Waterfront Team Leader Wanted!**

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

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

**Placement:** April 25, 2026 - September 4th, 2026 (possibility of extension into September)

**Wage:** \$150-\$165/day (Commensurate with certifications and experience). No charge for Room and Board.

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, low ropes courses, environmental education, lake swimming, games, campfires, drama, and 1-5 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
- ❖ Current National Lifeguard (NL) certification is required
- ❖ Current Lifesaving Society Airway Management and Oxygen Administration (AMOA) certification required
- ❖ Education: Enrollment or completion of post-secondary education in a related field is an asset.
- ❖ Several seasons of day or overnight camping experience.
- ❖ Current Standard First Aid with CPR C or higher
- ❖ French-speaking bilingual is an asset.

### **Nature and Scope:**

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. Team Leaders will be required to live on-site during our program season including on weekends in rustic, shared accommodation, and may be required to provide care for children 24hrs/day.

**Water Front Team Leader Responsibilities:**

- Supervise and support the waterfront swimming program, including lifeguarding **(NL required)**
- Communicate with and respond to feedback from Outdoor Education clients (teachers and group leaders) to ensure satisfaction with schedule, program delivery, meals and accommodation.
- Coordinate, plan and organize camp-wide resources and events such as all-camp days, special events and campfires.
- Performs administrative and organizational tasks related to their function.
- Provides support to other Team Leaders and team leader tasks as required
- Supervise program staff to ensure smooth program delivery
- Functions as an in-ratio counsellor when required
- All staff assist with cleaning, maintenance, and food services tasks as required.
- 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.

**Apply today!** Email your cover letter & resume or a [YMCA-YWCA application](#) form to [jobs@vancouverisland.ca](mailto:jobs@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 (CEEFF), 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 [CEEFF Funding](#)*

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

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