



JOB POSTING

Canoe, Kayak, and Paddleboard Instructor Muskoka and Rainbow Lake

ABOUT US

Campfire Circle has offered healing through happiness for thousands of kids and families affected by childhood cancer since 1983. It's where kids can be kids, and families can be families—engaging in camp-inspired community, in-hospital, and overnight camp programs, at no cost to them. As a privately funded organization, Campfire Circle donors make thousands of life-changing experiences possible for Campers throughout the year, all across Ontario.

At Campfire Circle we are committed to ensuring employment is accessible within our organization by reducing financial barriers for summer staff members. Based on identified need, we may be able to assist with costs related to the job such as: camping equipment/gear, outdoor clothing, training/certifications, and transportation. If you require financial assistance related to the program, you are invited to make this known during the recruitment process.

THE OPPORTUNITY

Do you have experience as a staff or volunteer working with children in a recreational setting? Do our values of care, community, inclusion, sustainability, and integrity resonate with you? And do you have a passion for working with children and youth, and a desire to join a collaborative, supportive staff team where you'll make lifelong connections and develop skills that will support your success in your future chosen career path? If so, we'd love to hear more about you below!

Whether it's at Rainbow Lake, a quiet 143 acres site in Waterford, at Muskoka, which features 400 wooded acres in the town of Rosseau, or at one of our urban locations in the GTA, London, Ottawa or Hamilton, you are connecting kids and families with fun indoor and outdoor activities that help improve their overall wellbeing.

Campfire Circle will be running in-person overnight camp programs at both of our overnight camp locations, and community and day camp programs in the GTA, London, Ottawa and Hamilton.

We are searching for Canoe, Kayak, and Paddleboard Instructors to join our Summer Staff Team in 2025.

Reporting to the Manager, Overnight Programs, the Canoe, Kayak, and Paddleboard Instructor will work with co-instructors and sessional volunteers to provide our parents/guardians and campers ages 0 to 18 at our Rainbow Lake overnight site or campers ages 6-18 at our Muskoka overnight site with valuable paddle sport (canoe, kayak, and stand-up paddleboard) experience. This role will focus primarily on instructing the canoeing and kayaking program but will also oversee and support facilitation of the out trip and paddle-boarding programs.

Muskoka

Start Date: TBD, Mid-June 2025



End Date: TBD, End of August 2025

Rate: \$5,000 (for the full contract)

Training/virtual training dates may occur prior to this date and are included in your full contract rate

Rainbow Lake

Start Date: TBD, Mid-June 2025

End Date: TBD, End of August 2025

Rate: \$5,000 (for the full contract)

Training/virtual training dates may occur prior to this date and are included in your full contract rate

Key Accountabilities:

1. Programming and Facilitating:

- a) Development and instruction of canoe, kayak, and paddleboard programming that is: safe, creative, challenging, accessible, experiential, ability and age appropriate, environmentally friendly, and fun.
- b) Support Canoe Tripping program to teach and coach volunteers and campers in canoeing skills.
- c) Maintain equipment, track inventory, and report on needs for program growth.
- d) Work with the Waterfront Coordinator and Overnight Program Manager to adapt and adjust curriculum and activities from session to session based on feedback and experiences.
- e) Adhere to cleaning procedures and logging as trained and directed.
- f) Set up and prepare activities and activity areas in accordance with, but not limited to the standards of the camp, and the guidelines of the Ontario Camps Association (OCA).
- g) Ensure that camp programs incorporate camp values and traditions.
- h) Support all camp programming in addition to designated program area.

2. Lifeguarding & Waterfront Safety:

- a) Support in lifeguarding of recreational waterfront swimming activities when needed.
- b) Fill in as instructor for other waterfront activities when team members are on time off or unable to fulfill their duties.
- c) Demonstrate knowledgeable and skill in standards and procedures at all waterfront areas.
- d) Demonstrates strong skill level in lifeguarding standards, practicing preventative guarding.
- e) Follow safety procedures as trained and instructed and provide first aid and water rescue as required.
- f) Assist with swim/boat testing for all campers, staff and volunteers.
- g) Support canoe/kayak/paddle board emergencies and emergency procedures.

3. Volunteer and Camper Support:

- a) Participate in risk management with the program area and Site emergency procedures.
- b) Assist in facilitation of on-site volunteer training.
- c) Support the planning, prepping, and execution of camp wide programs, theme, and other activities.
- d) Support, coach, and lead volunteers in achieving safe, fun, and engaging programs.
- e) When not at the program area, working alongside volunteers in providing general support and supervision to campers and families.
- f) Attend and participate in various program areas, staff meetings, and socials as required.
- g) Support with summer bus programs and bus chaperoning as needed.

4. Communication and Administration:

- a) Support the task of ensuring the program binder is kept up to date (activity plans, inventory, and camper records).
- b) Communicate Canoe, Kayak, and Paddleboarding needs and concerns to Waterfront Coordinator and Overnight Program Manager.
- c) Report on the achievement of site-specific program plans and Canoe/Kayak/Paddleboarding program plans.
- d) Ensure accident/incident report forms are completed.
- e) Produce an end of summer report capturing daily procedures, reflections on the summer and notes for future staff members in this role.

5. Leadership and Community:

- a) Help build and maintain a positive, inclusive, and supportive camp community, ensuring that lines of communication are accessible, open and positive and acting as a role model within the camp community.
- b) Identify staff/volunteer concerns as they arise and alert the Camp Director and Manager of recurring or unresolved issues.

ABOUT YOU

In accordance with our mandate of creating a caring and safe environment for ill children and their families, we require attestation of childhood vaccinations and an updated Criminal Record Check with Vulnerable Sector Screening. Seasonal boosters against Influenza and the most recent circulating strain of COVID are strongly encouraged. We also require TB testing for all our program-facing staff. Additionally, all of our staff are required to be currently eligible to work in Canada and for Campfire Circle.

Our Campfire Circle summer staff bring boundless enthusiasm, a can-do attitude, and a commitment to creating unforgettable and meaningful experiences for campers and their families. Come join the Circle!

QUALIFICATIONS

Required Criteria:

- a) Experience as a staff or volunteer in a camp environment and/or working with children in a recreational setting.
- b) Experience working with children with disabilities and/or additional physical, behavioural, and/or psychosocial needs as well as experience facilitating adaptive programming.
- c) Experience instructing canoe/kayak skills and programming.
- d) ORCKA Flat water Instructor Certification or willing & able to successfully take the certification (paid for by Campfire Circle).
- e) Valid Bronze Cross certification for the duration of the contract or willing & able to successfully take the certification (paid for by Campfire Circle).
- f) Valid Standard First Aid & CPR-C certification for duration of the contract or willing & able to successfully take the certification (paid for by Campfire Circle).
- g) Current police reference check and vulnerable sector screening.
- h) All members of the summer staff team must be at least 19 years of age by the start date of their contract.



Advantageous Criteria:

- a) Overnight summer camp experience.
- b) National Lifeguard (NL) certification.
- c) Pool or waterfront lifeguarding experience.
- d) Experience in outdoor education or adventure education
- e) Demonstrated ability to work with children with serious illnesses and an understanding of how illness impacts the entire family.
- f) Demonstrated commitment to volunteerism or volunteer sector.
- g) Current G2 or G class driver's license and the ability to be covered by camp's insurance policy.

Particular Working Conditions:

- a) This position requires living at the Muskoka or Rainbow Lake campsite for the duration of the contract – room and board, which will be shared communal accommodations, are provided. Routine evenings and weekend commitments are required.
- b) In consideration of the population Campfire Circle serves, the incumbent is a non-smoker.

HOW TO APPLY

Qualified applicants are encouraged to apply through our online [Camp Staff Application Form – Summer 2025](#)

Don't meet every single requirement in this posting? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet every single qualification. If you're excited about this role but your past experience doesn't align perfectly with every qualification or requirement we encourage you to apply anyways. You may be just the right candidate!

This posting will remain open until filled. Only applicants selected for an interview will be contacted. For more information about Campfire Circle, please visit www.campfirecircle.org - No phone calls please.

HEALTH AND WELLNESS

Campfire Circle acknowledges that the overall health and wellness of you and your family are important; for this reason, we have partnered with Dialogue Health Technologies to create an employee and family assistance program which is accessible to all of our seasonal and year-round staff members and their families.

ACCESSIBILITY & DIVERSITY, EQUITY AND INCLUSION

Campfire Circle is strongly committed to diversity within its community and welcomes applications from racialized persons/persons of colour, Indigenous People of North America and the world, persons with disabilities, 2SLGBTQIA+ persons, and those who may contribute to the further diversification of ideas. We are committed to providing equitable opportunities in employment and to providing a workplace which is free from discrimination and harassment.

We are equally committed to providing an inclusive and accessible workplace. Applicants requiring accommodations to access our job postings and apply for roles with our organization are invited to reach



out to our HR Team at careers@campfirecircle.org or in a manner that fits their accessibility needs, and can trust that their application will be considered equitably for our available roles. Contact information for our HR Team is located on our website at <https://campfirecircle.org/work-at-campfire-circle/>, and more information about our accessibility commitments can be found at <https://campfirecircle.org/about-campfire-circle/accessibility-at-campfire-circle/>.

Campfire Circle is grateful for Indigenous communities' stewardship of the land that we occupy—including the traditional territory of many nations including the Anishinaabeg, the Chippewas, the Haudenosaunee peoples, and many other diverse First Nations, Inuit and Metis peoples. We aspire to be deserving stewards of the land, in partnership with them.