



YMCA SUMMER DAY
CAMP

2025 YMCA Summer Day Camp Job Postings

Applications Open:
Wednesday, January 15, 2025

Apply online:
ymcahbb.campbrainstaff.com

Any questions?
Email the Day Camp team at
daycampjobs@ymcahbb.ca



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Why Work Day Camp at the YMCA of Hamilton, Burlington, Brantford?

Thank you for your interest in a position with the Summer 2025 YMCA Day Camp Team. The YMCA Day Camp team is hiring for positions located across Hamilton, Burlington, and Brantford.

YMCA Day Camps offer a fun, creative and safe environment for campers between the ages of 6-15 years old. Camp offers unlimited opportunities to develop valuable skills staff can apply to other jobs and leadership roles in the future. The YMCA of Hamilton, Burlington, Brantford provides the opportunity for over 1500 campers to attend programming across four sites in the region. One-third of campers attending YMCA Day Camp are financially supported to ensure there are no barriers to accessing camp.

Day Camp runs eight (8) weekly sessions from June 30, 2025- August 22, 2025. Day Camp does not run on Tuesday, July 1, 2025, and Monday, August 4, 2025.

Ready to Make a Difference?

The YMCA is a charity that ignites the potential in people. #YSavesLives starts with building a strong community. If you're passionate about creating a vibrant and healthy community where everyone thrives, we want to hear from you!

Don't meet every requirement? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet all qualifications. If you are excited about the role, but your resume doesn't align perfectly with every qualification in the description, apply anyway. You may still be the right candidate for this or other roles!

Inclusion, Diversity, Equality and Accessibility

The YMCA of Hamilton, Burlington, Brantford is committed to creating an inclusive, diverse, equitable and accessible environment. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or neurodiversity. We understand the social barriers preventing individuals from applying for open roles. We encourage those from the Indigenous, 2SLGBTQIA+, BIPOC, and Disabled communities to apply. If you need any accommodation throughout the recruitment process, please do not hesitate to contact our People, Leadership, and Culture Department plc@ymcahbb.ca



"I chose to work at YMCA Day Camps as I really resonated with their core values. As soon as training started I was able to see and feel how strong the community is. I'm glad I am now a part of it!" – Summer 2024 Day Camp Staff



How to Apply

Before You Apply:

- Please read the 2025 Application Package, including job descriptions and all general information, especially required qualifications.
- Please note: Applicants for all positions must be 17 years of age before June 16, 2025.
- Please DO NOT get a Criminal Reference Check or Vulnerable Sector Screening prior to receiving an employment offer

Important Information About Start Dates and Training

- **Please note the start and end dates of all positions you apply for.** Only those who can complete full contracts will be considered for full-time positions. Any staff requiring significant time off (more than 3-5 days) will be considered for supply positions
- All **Senior Staff positions** must be available to commence employment on May 26, 2025, for full-time training (Site Supervisors, Section Heads and Program Specialists)
- All **Camp Support positions** (including Activity Program Leads, Waterfront and Office Administrator positions), and Helping Hands Counsellors will begin June 16, 2025.
- All **Counsellor positions** include **mandatory in-person Camp Orientations and Online Training that will take place the week of June 16, 2025- June 20, 2025**

The Application

- Please complete the staff application online: <https://ymcahbb.campbrainstaff.com>
- Please note that the staff application takes the place of a resume and cover letter. **Please complete with as much detail as possible in order to help support your application.**

Personal Information	This section will ask for your contact information. Please ensure this information is accurate.
Position Preferences	This section will ask which position you are applying for. Choose all positions you are interested in.
Availability	Please share any holiday or vacation time in this section.
Education History	This section will ask for your Education History and experience. Please share any relevant clubs, or activities in this section.
Work and Related Experience	This section will ask for any work experience. Please be detailed and include any volunteer experience you may have. Please share any experience that will help support your application.
Skills Inventory	This section will ask about camp specific skills and your comfort level delivering these programs.
Certifications	Please share your Standard First Aid and CPR-C certification here, or your plan to obtain this certification if you are successfully hired.
Additional Information	This section will ask questions regarding your experience and your reasons for applying for camp this summer.
References	Please include three references. Professional and Academic references are strongly preferred. References can be former/current employers/supervisors, coaches, teachers, group leaders, co-op supervisors, supervisors from volunteer activities or informal employment. Please do not list family members, or peers/friends as references.

- Ensure you have and upload proof of all necessary qualifications valid through Summer 2025 (August 22, 2025) or show proof of being enrolled in courses you still need to acquire (Standard First Aid and CPR-Level C for all staff, NLS for Waterfront Positions). **Job Offers will not be made without the necessary qualifications or proof.**

After you submit your Application:

- When you are done with your application, please upload copies of all required qualifications through the view/upload paperwork portal after submitting your application. Only attach current and valid qualifications or proof of enrollment in courses to acquire valid certifications.
- **All qualifications must be uploaded in PDF format.** If you have any questions or difficulties uploading your documents, please email the Day Camp Team at: daycampjobs@ymcahbb.ca



YMCA Day Camps at Christie Lake Conservation Area

Staff Bussing available from locations across Hamilton, Burlington, Brantford. Senior Staff and Leadership and Support positions are required to arrange their own/reliable transportation to Christie Lake Conservation Area.

Camp Location: Christie Lake Conservation Area, 100 HWY-5, Dundas

Camps Offered: Camp Chippewa- General, Camp Chippewa- Specialty (Paddle Skills, Eco-Explorers and Leaders in Training)

Located in the majestic surroundings of Christie Lake Conservation Area, Camp Chippewa includes spacious playing fields, a beautiful, wooded area for supervised explorations, and a safe waterfront setting. Campers will spend their days outdoors and experience a combination of traditional day camp activities such as arts and crafts, waterfront swimming, archery, canoeing, and wilderness and environmental science pursuits.

YMCA Specialty Camps learn about the environment around them and participate in a wide variety of activities focusing on nature education, science, and wilderness exploration. Specialty Camps include Paddle Skills, Eco-Explorers and Leaders in Training. Staff applying to work at Specialty Camps should be comfortable in the water, including swimming and participating in canoe and kayak programming or willingness to learn.

Position Title	Hourly Rate of Pay	# of Positions Available	Contract Dates	Contract Hours
Senior Staff Positions				
Site Supervisor- General	\$23.00	1	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Site Supervisor- Specialty	\$23.00	1	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Section Head- General	\$21.50	3	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Program Specialist- General	\$21.00	3	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Program Specialist- Specialty	\$21.00	1	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Camp Support Positions				
Waterfront Specialist	\$20.04	2	June 16-Aug 22, 2025	8:30-4:30pm (37.5 hrs/wk)
Waterfront Lifeguards	\$19.01	4	June 16-Aug 22, 2025	8:30-4:30pm (37.5 hrs/wk)
Activity Program Leads	\$18.75	6	June 16-Aug 22, 2025	8:30-4:30pm (37.5 hrs/wk)
Office and Site Support Administrator	\$18.75	2	June 16-Aug 22, 2025	8:30-4:30pm (37.5 hrs/wk)
Counsellor Positions				
Group Counsellor- General	\$17.25*	36	June 23- Aug 22,2025	8:30-4:30pm (37.5 hrs/wk)
Group Counsellor- Specialty	\$17.25*	14	June 23- Aug 22,2025	8:30-4:30pm (37.5 hrs/wk)
Supply Counsellor	\$17.25*	10	June 23- Aug 22,2025	8:30-4:30pm (37.5 hrs/wk)

*Returning Staff from Summer 2024 may be eligible for a higher rate based on past employment and performance



"I work at camp because it's more than a job—it's a chance to make a difference, create unforgettable memories, and help kids discover their best selves while I grow right alongside them." Summer 2024 Senior Staff



YMCA Day Camps at Queen Victoria Public School- Hamilton

Staff are responsible for arranging own transportation to Queen Victoria Public School

Camp Location: 166 Forest Ave, Hamilton

Camps Offered: Art Spark, Active Kids and Kidventure

Art Spark: Art Spark invites campers to ignite their creativity this summer. Art Spark offers an exciting mix of artistic activities including painting, sculpting, making friendship bracelets and more. Campers will collaborate on a unique art project each week culminating in a special Art Gallery presentation on Fridays.

Active Kids: Active Kids is a dynamic camp that provides a variety of sports and movement activities to keep campers energized and engaged. With a focus on building fundamental movement skills, teamwork and sportsmanship, Active Kids is the perfect place to stay active, make friends and have a blast!

Kidventure: Celebrate Discovery with Kidventure! Campers will dive into a world of curiosity and creativity where science experiments, games, and weekly guest speakers will bring learning to life. Campers will tackle exciting challenges, collaborate on a weekly project, and explore new ideas through hands-on activities.

Position Title	Hourly Rate of Pay	# of Positions Available	Contract Dates	Contract Hours
Senior Staff Positions				
Site Supervisor	\$22.00	1	May 26- Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Program Specialist	\$21.00	1	May 26- Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Counsellor Positions				
Group Counsellor	\$17.25*	12	June 23- Aug 15, 2025	8:30-4:30pm (37.5 hrs/wk)
Supply Counsellor	\$17.25*	10	June 23- Aug 22,2025	8:30-4:30pm (37.5 hrs/wk)

***Returning Staff from Summer 2024 may be eligible for a higher rate based on past employment and performance**



I had the opportunity to learn, grow and be a role model this summer. YMCA Day Camp provided opportunities to develop and hone leadership, communication, and teamwork abilities by managing groups of children, collaborating with fellow staff, and leading activities- Summer 2024 Day Camp Staff



YMCA Day Camps at Laurier Brantford YMCA- Brantford

Staff are responsible for arranging own transportation and parking arrangement to Laurier Brantford YMCA

Camp Location: Laurier Brantford YMCA, 100 Water Street, Brantford

Camps Offered: Art Spark, Active Kids and Kidventure

Art Spark: Art Spark invites campers to ignite their creativity this summer. Art Spark offers an exciting mix of artistic activities including painting, sculpting, making friendship bracelets and more. Campers will collaborate on a unique art project each week culminating in a special Art Gallery presentation on Fridays.

Active Kids: Active Kids is a dynamic camp that provides a variety of sports and movement activities to keep campers energized and engaged. With a focus on building fundamental movement skills, teamwork and sportsmanship, Active Kids is the perfect place to stay active, make friends and have a blast!

Kidventure: Celebrate Discovery with Kidventure! Campers will dive into a world of curiosity and creativity where science experiments, games, and weekly guest speakers will bring learning to life. Campers will tackle exciting challenges, collaborate on a weekly project, and explore new ideas through hands-on activities.

Position Title	Hourly Rate of Pay	# of Positions Available	Contract Dates	Contract Hours
Senior Staff Positions				
Site Supervisor	\$22.00	1	May 26- Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Program Specialist	\$21.00	1	May 26- Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Counsellor Positions				
Group Counsellor	\$17.25*	12	June 23- Aug 15, 2025	8:30-4:30pm (37.5 hrs/wk)
Supply/ Break Counsellor	\$17.25*	4	June 23- Aug 15, 2025	8:30-4:30pm (varies/wk)
Extended Care Counsellor	\$17.25*	10	June 23- Aug 15, 2025	6:30-9:15am/3:45-6:30pm (27.5 hrs/wk)

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My favourite day was when my group in Kidventure asked me to do a talent show, the kids were very involved, and everyone performed something like a song or dance. I really liked how they were excited about it. Summer 2024 Day Camp Staff



YMCA Day Camps at Tansley Woods Community Centre- Burlington

Staff are responsible for arranging own transportation to Tansley Woods Community Centre

Camp Location: 1996 Itabashi Way, Burlington

Camps Offered: Art Spark, Active Kids and Kidventure

Art Spark: Art Spark invites campers to ignite their creativity this summer. Art Spark offers an exciting mix of artistic activities including painting, sculpting, making friendship bracelets and more. Campers will collaborate on a unique art project each week culminating in a special Art Gallery presentation on Fridays.

Active Kids: Active Kids is a dynamic camp that provides a variety of sports and movement activities to keep campers energized and engaged. With a focus on building fundamental movement skills, teamwork and sportsmanship, Active Kids is the perfect place to stay active, make friends and have a blast!

Kidventure: Celebrate Discovery with Kidventure! Campers will dive into a world of curiosity and creativity where science experiments, games, and weekly guest speakers will bring learning to life. Campers will tackle exciting challenges, collaborate on a weekly project, and explore new ideas through hands-on activities.

Position Title	Hourly Rate of Pay	# of Positions Available	Contract Dates	Contract Hours
Senior Staff Positions				
Site Supervisor	\$22.00	1	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Program Specialist	\$21.00	1	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Counsellor Positions				
Group Counsellor	\$17.25*	12	June 23- Aug 15, 2025	8:30-4:30pm (37.5 hrs/wk)
Supply Counsellor	\$17.25*	10	June 23- Aug 15, 2025	8:30-4:30pm (37.5 hrs/wk)

***Returning Staff from Summer 2024 may be eligible for a higher rate based on past employment and performance**



Working at YMCA Day Camp has had a positive impact on me. It has provided me with valuable experiences, helped me grow personally, develop leadership skills, and create a sense of community. I have built relationships, improved my communication skills, and developed a strong work ethic- Summer 2024 Staff



Helping Hands Program- 1:1 Inclusion Support

The Helping Hands Program is offered at all locations in Summer 2025. Helping Hands staff are typically assigned to one location, but it is an asset if staff are able to work at multiple locations.

YMCA Helping Hands staff are trained to attend to the unique needs of children with physical or developmental disabilities including personal care and safety -- while facilitating friendships, skill development, independence and fun!

The Helping Hands program supports campers having the opportunity to participate in a camp experience no matter their ability level. The Helping Hands Counsellor provides 1:1 support to children with disabilities and/or children who require additional support at various YMCA Day Camp sites (most often Christie Lake Conservation Area).

This position reports directly to the Helping Hands Supervisor and is responsible for ensuring safe, quality, and developmentally appropriate programming for children ages 6-15 years. YMCA Helping Hands staff are trained to attend to the unique needs of children with physical or developmental disabilities including personal care and safety -- while facilitating friendships, skill development, independence and fun!

Personal care, including toileting, changing, feeding and lifting, and maintaining daily reports and communication with parent/caregiver are essential requirements of this position.

Position Title	Hourly Rate of Pay	# of Positions Available	Contract Dates	Contract Hours
Senior Staff Positions				
Helping Hands Supervisor Outdoor Camps	\$23.00	1	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Helping Hands Supervisor Community Camps	\$23.00	1	May 26-Aug 29, 2025	8:00am-4:30pm (40 hrs/wk)
Counsellor Positions				
Helping Hands Counsellor (All Locations)	\$17.75	12	June 16- Aug 22,2025	8:30-4:30pm (37.5 hrs/wk)



My best day of camp this year was the week I worked with Melissa. I know she had a hard first week she was here but the day I got Melissa involved in programming to do not only soccer but archery as well I felt not only proud of myself but proud of Melissa as well. I was so happy to see her trying something new in her camp experience. – Summer 2024 Helping Hands Staff

Job Descriptions and Qualifications

Community Camps Site Supervisor

Tansley Woods Community Centre and Queen Victoria Public School

The Site Supervisor is responsible for the day-to-day operations of an indoor YMCA Day Camp. The Site Supervisor reports directly to the Manager and Community Camps Coordinator and provides leadership, supervision, and guidance to the staff team at their site. Camp locations and site sizes include:

- Tansley Woods Community Center (Burlington: 120 campers, 16 staff)
- Queen Victoria School (Hamilton: 80 children, 14 staff)

What You'll Do:

- Co-ordinate programs and ensures safe, quality programs for participants and staff
- Provide staff supervision, including training and performance evaluations of camp counsellors
- Develop and implements comprehensive camp programs
- Assist with all aspects of the operation of camp (registration, parent liaison, promotion, set up and camp closing)
- Maintain strong relationships with others, including campers and staff
- Provide maximum customer satisfaction and resolves parental concerns
- Provide leadership to all staff training and upholds YMCA Policies & Procedures and ensures that all staff on site adhere to the Policies & Procedures developed by the YMCA
- Lead daily staff meetings/must attend all staff training sessions
- Contribute to an inclusive environment
- Understand and commit to confidentiality
- Ensure all forms are distributed to campers
- Responsible for the approvals of schedules and/or assigned shifts
- Responsible for maintaining accurate camp documents and records
- Ensure that there is sufficient supplies and equipment for the delivery of the program
- Provide direct supervision to Counsellors/Junior Counsellors and Program Specialists
- Ensure Community Camps Coordinator/Day Camp Manager/General Manager are informed of any serious occurrences/complaints about camp
- Able to make immediate decisions to ensure safety and react accordingly to a crisis
- Maintain regular contact with staff, campers, parents, community agencies and volunteers involved in program
- Other duties as assigned

What'll You Bring:

- 2-year post-secondary degree/diploma, or pursuing same, in any discipline but preferably in leisure and recreation, social services, child and youth worker or education
- Previous YMCA camping or child and youth program experience is required
- Supervisory experience, preferably in a camp setting
- Strong interpersonal skills
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Coaching certification is an asset
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Community Camps Program Specialist

Tansley Woods Community Centre, Queen Victoria Public School and Laurier Brantford YMCA

The Program Specialist is responsible for creating and facilitating the delivery of safe age-appropriate and site-specific programming. The Program Specialist will provide direct leadership to a team of Counsellors and Campers. The Program Specialist is on-site all day and reports directly to the Site Supervisor. Program Specialists are knowledgeable in camp activities, song, behavior management, and supervising a staff team (approximately 10-15 staff).

What You'll Do:

- Teaching activities in a variety of camp areas
- Co-ordinate programs and ensures safe, quality programs for participants and staff
- Provide input into staff meetings
- Provide support and guidance to all staff including the supervision of camp counsellors and volunteers
- Develop and implements comprehensive camp programs
- Oversee the execution of age and developmentally appropriate programs, activities, and schedules
- Assist the Site Supervisor with day-to-day operations of camp
- Plan and initiates staff and Junior Counsellor training sessions
- Ensure parent communication and child guidance
- Maintain high standards in program delivery, communication, coaching and mentoring of all staff assigned to program area
- Regular contact with staff, camp participants, parents, community agencies, and volunteers involved in the program
- Ensure that there is sufficient supplies and equipment for the delivery of the program
- Provide training and supervision of seasonal staff
- Responsible for the approvals of schedules and/or assigned shifts
- Further supports staff in the planning, supervision, and leading of activities when needed
- Responsible for managing supplies and making purchasing decisions
- Able to make immediate decisions to ensure safety and react accordingly to a crisis
- Contribute to an inclusive environment
- Understand and commit to confidentiality
- Additional duties as assigned

What'll You Bring:

- 2-year post-secondary degree/diploma, or pursuing same, in any discipline but preferably in the area of leisure and recreation, social services, child and youth worker or education
- Supervisory experience, preferably in a camp setting
- Previous YMCA camping or child and youth program experience is preferred
- Strong interpersonal skills
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Bronze Cross certification is an asset
- Coaching certification is an asset
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Community Camp Counsellor- Tansley Woods Community Centre, Queen Victoria Public School and Laurier Brantford YMCA

A Group Counsellor is responsible for the supervision and programming of activities for a group of campers at any of the YMCA Day Camp indoor locations in a day camp environment. They will report directly to the Program Specialist and/or Site Supervisor at each location. Counsellors will work with different age groups (between the ages of 6-12 years) to deliver a comprehensive, dynamic, and exciting program stream. Community Camp Counsellors must have their own transportation to locations.

Art Spark: Art Spark invites campers to ignite their creativity this summer. Art Spark offers an exciting mix of artistic activities including painting, sculpting, making friendship bracelets and more. Campers will collaborate on a unique art project each week culminating in a special Art Gallery presentation on Fridays.

Active Kids: Active Kids is a dynamic camp that provides a variety of sports and movement activities to keep campers energized and engaged. With a focus on building fundamental movement skills, teamwork and sportsmanship, Active Kids is the perfect place to stay active, make friends and have a blast!

Kidventure: Celebrate Discovery with Kidventure! Campers will dive into a world of curiosity and creativity where science experiments, games, and weekly guest speakers will bring learning to life. Campers will tackle exciting challenges, collaborate on a weekly project, and explore new ideas through hands-on activities.

What You'll Do:

- Greet parents/guardians at designated drop off/pick up area stop each morning and afternoon
- Liaise with before and after care staff
- Ensure safe, quality programs for participants and staff – submits program plans weekly
- Act as a group counsellor
- Responsible for the direct supervision of approximately 8-12 campers at the assigned site/program
- Develop and implement comprehensive camp programs
- Assist with parent liaison, promotion, set up, and clean up
- Responsible for attending all staff training and staff meetings (some weekends and evenings)
- Provide leadership to all campers by following routine and delivering a specific camp program
- Participate in specialty programming and waterfront/pool activities
- Contribute to an inclusive environment
- Understand and commit to confidentiality
- Complete documentation accurately and timely when required
- Other duties as assigned

What'll You Bring:

- Attending or completion of secondary or post-secondary school, preferably in the area of leisure and recreation, social services, child and youth worker or education
- Previous YMCA camping or child and youth program experience is preferred
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Coaching certification is an asset
- 17 years or older prior to June 16, 2025
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Outdoor Camps Site Supervisor- Christie Lake Conservation Area

The Site Supervisor is responsible for the day-to-day operations of an outdoor YMCA Day Camp. The Site Supervisor reports directly to the Manager and Outdoor Camps Coordinator and provides leadership, supervision, and guidance to the staff team at their site. Camp locations and site sizes include:

- Camp Chippewa- General (300 campers, 6 senior staff, 40-50 counsellors)
- Camp Chippewa- Specialty (110 campers, 2 senior staff, 12-14 counsellors)

What You'll Do:

- Co-ordinate programs and ensures safe, quality programs for participants and staff
- Provide staff supervision, including training and performance evaluations of camp counsellors
- Develop and implements comprehensive camp programs
- Assist with all aspects of the operation of camp (registration, parent liaison, promotion, set up and camp closing)
- Maintain strong relationships with others
- Provide maximum customer satisfaction and resolves parental concerns
- Provide leadership to all staff training and upholds YMCA Policies & Procedures
- Ensure that all staff on site adhere to the Policies & Procedures developed by the YMCA
- Lead daily staff meetings/must attend all staff training sessions
- Contribute to an inclusive environment
- Understand and commits to confidentiality
- Ensure all forms are distributed to campers
- Responsible for the approvals of schedules and/or assigned shifts
- Responsible for maintaining accurate camp documents and records
- Ensure that there is sufficient supplies and equipment for the delivery of the program
- Provide direct supervision to Counsellors/Junior Counsellors and Program Specialists/Section Heads
- Ensure Outdoor Camp Coordinator/Day Camp Manager/General Manager are informed of any serious occurrences/complaints about camp
- Able to make immediate decisions to ensure safety and react accordingly to a crisis
- Maintain regular contact with staff, campers, parents, community agencies and volunteers involved in program
- Other duties as assigned

What'll You Bring:

- 2-year post-secondary degree/diploma, or pursuing same, in any discipline but preferably in leisure and recreation, social services, child and youth worker or education
- Previous YMCA camping or child and youth program/camp experience is required
- Supervisory experience, preferably in a camp setting
- Specialty Site Supervisor must have previous experience in an outdoor setting delivering specialized programs
- Strong interpersonal skills
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Bronze Cross certification is an asset
- Coaching or ORCA certification is an asset
- Staff 18 years and older at the time of employment must provide a satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Outdoor Camps Section Head- Christie Lake Conservation Area

The Section Head is responsible for managing, creating, and facilitating the delivery of safe age-appropriate and site-specific programming. The Section Head reports directly to the Site Supervisor and will provide direct leadership to a team of Counsellors and Campers assigned to their specific section areas. Section Heads are knowledgeable in camp activities, songs, behavior management, and supervising a staff team (approximately 10-15 staff).

What You'll Do:

- Teaching activities in a variety of camp areas
- Co-ordinate programs and ensures safe, quality programs for participants and staff
- Provide input into staff meetings
- Provide support and guidance to all staff including the supervision of camp counsellors and volunteers
- Oversee the development and execution of programs, activities, and schedules
- Assist the Site Supervisor with the day-to-day operations of camp
- Ensure parent communication and child guidance
- Maintain high standards in program delivery, communication, coaching and mentoring of all staff assigned to program area
- Regular contact with staff, camp participants, parents, community agencies, and volunteers involved in the program
- Provide training and supervision of seasonal staff
- Contribute to an inclusive environment
- Understand and commit to confidentiality
- Further supports staff in the planning, supervision, and leading of activities when needed
- Other duties as assigned

What'll You Bring:

- 2-year post-secondary degree/diploma, or pursuing same, in any discipline but preferably in the area of leisure and recreation, social services, child and youth worker or education
- Supervisory experience, preferably in a camp setting
- Previous YMCA camping or child and youth program experience is preferred
- Strong interpersonal skills
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Bronze Cross certification is an asset
- Coaching or program certification in camp resource areas is an asset
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)
- Police Records Check with Vulnerable Sector Check (VSC)

Outdoor Camps Program Specialist- Christie Lake Conservation Area

The Program Specialist is responsible for creating and facilitating the delivery of safe age-appropriate and site-specific programming. The Program Specialist will provide direct leadership to a team of a specific program area such as Canoeing, Archery/Sports, Outdoor Education and/or Arts and Crafts. The Program Specialist is on-site all day and reports directly to their Section Head and Site Supervisor. Program Specialists are knowledgeable in camp activities, songs, programming developmentally appropriate activities, completing checks for consistency in camp programs and creating an inclusive environment for campers of all abilities and ages to participate.

What You'll Do:

- Teaching activities in a variety of camp areas
- Co-ordinate programs and ensures safe, quality programs for participants and staff
- Provide input into staff meetings
- Provide support and guidance to all staff including the supervision of camp counsellors and volunteers
- Develop and implements comprehensive camp programs
- Oversee the execution of age and developmentally appropriate programs, activities, and schedules
- Assist the Section Head with day-to-day operations of camp
- Plan and initiate staff and Junior Counsellor training sessions
- Ensure parent communication and child guidance policies are followed
- Maintain high standards in program delivery, communication, coaching and mentoring of all staff assigned to program area
- Regular contact with staff, camp participants, parents, community agencies, and volunteers involved in the program
- Ensure that there is sufficient supplies and equipment for the delivery of the program
- Provide training and supervision of seasonal staff
- Further supports staff in the planning, supervision, and leading of activities when needed
- Responsible for managing supplies and supporting purchasing decisions
- Able to make immediate decisions to ensure safety and react accordingly to a crisis
- Contribute to an inclusive environment
- Understand and commit to confidentiality
- Additional duties as assigned

What'll You Bring:

- 2-year post-secondary degree/diploma, or pursuing same, in any discipline but preferably in the area of leisure and recreation, social services, child and youth worker or education
- Supervisory experience, preferably in a camp setting
- Strong interpersonal skills
- Previous YMCA camping or child and youth program experience is preferred
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Bronze Cross certification is an asset
- Coaching or ORCA certification is an asset
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Waterfront Specialist- Christie Lake Conservation Area

The Waterfront Specialist is responsible for the overall safety and supervision of all waterfront areas for Christie Lake Conservation Area. The Waterfront Specialist will assist in providing support to the waterfront staff (lifeguards, canoe and kayak program leads and counsellors) and will assist/facilitate with program areas (lifeguarding, canoeing, kayaking, water games). The Waterfront specialist is on-site all day and reports directly to the Site Supervisor. Waterfront Specialists are knowledgeable in waterfront safety, lifeguarding standards, as well as canoe and kayak safety. Waterfront Specialists will be hired to support both Camp Chippewa- General and Camp Chippewa- Specialty.

What You'll Do:

- Skilled in waterfront activities/games
- Work alongside Site Supervisors, Section Heads and Program Specialists to ensure safety measures are met
- Maintain high standards of safety and risk management in delivery and communication of staff assigned to waterfront areas
- Perform weekly waterfront searches and daily documentation
- Co-ordinate and ensure safe, quality programs for all participants and staff
- Regular contact with staff, camp participants, parents, community agencies, and volunteers involved in the program
- Assist with waterfront training to all waterfront staff
- Oversee maintenance of the equipment (canoes, kayaks, paddles, lifejackets, first aid, lifeguard tubes, etc.)
- Further supports staff in the planning, supervision, and leading of activities when needed
- Contribute to an inclusive environment
- Understand and commit to confidentiality
- Ensure all the equipment is returned to the appropriate location at the end of the day
- Set up and takes down camp activities daily
- Provide supervision to campers when required
- Assist in the implementation of special camp activities
- Other duties as assigned

What'll You Bring:

- 2-year post-secondary degree/diploma, or pursuing same, in any discipline but preferably in the area of leisure and recreation, social services, child and youth worker or education
- Previous YMCA camping or child and youth program experience is preferred
- Strong interpersonal skills
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- NLS certification is required and must be valid through Summer 2025
- NLS Waterfront training is an asset
- ORCA certification is an asset
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Waterfront Lifeguard- Christie Lake Conservation Area

Waterfront Lifeguards are responsible for the change room and waterfront supervision of campers attending Camp Chippewa at Christie Conservation Area. Lifeguards are responsible for upholding the YMCA and OCA Policies & Procedures for all waterfront activities and providing leadership to counsellors and campers. Waterfront staff participate in all camp training and report directly to the Waterfront Specialist and/or Site Supervisor of Camp Chippewa. They are responsible for planning creative and engaging water activities when necessary.

What You'll Do:

- Greet parents/guardians at designated bus stop each morning and afternoon
- Ensure stringent waterfront safety Policies & Procedures
- Perform weekly waterfront searches and daily documentation
- Co-ordinate and ensure safe, quality programs for all participants and staff
- Develop and implement comprehensive camp programs and water-based activities
- Assist with all aspects of swimming, including change room/waterfront supervision and child guidance
- Contribute to an inclusive environment
- Understand and commits to confidentiality
- Provide leadership to all campers
- Provide supervision to campers when required
- Assist in the implementation of special camp activities
- Ensure all the equipment is returned to the appropriate location at the end of the day
- Sets up and take down camp activities daily
- Other duties as assigned

What'll You Bring:

- Attending or completion of secondary school or post- secondary school
- Previous YMCA camping, guarding or child and youth program experience is preferred
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- NLS certification is required and must be valid through Summer 2025
- NLS Waterfront training is an asset
- 17 years or older prior to June 16, 2025
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Activity Program Leads- Christie Lake Conservation Area

An Activity Program Lead is responsible for the supervision of campers and programming of activities for YMCA Day Camps. The Program Lead will report directly to the Program Specialist. The Program Lead will have specific qualifications and skills related to the position and will be responsible for training both staff and campers in the area. Program Leads will not have the direct responsibility for a group of campers but will assist with supervision, child guidance, and parent interactions. Leads will provide age-appropriate, skill building, safe, and dynamic programming for rotating groups of children.

What You'll Do:

- Greet parents/guardians at designated bus stop each morning and afternoon
- Ensure safe, quality programs for participants and staff
- Program activities and events on a rotational basis for camper groups
- Develop and implements comprehensive camp programs
- Assist with parent liaison, promotion, set up, and clean up
- Provide maximum customer satisfaction and resolves parental concerns
- Provide leadership to all campers
- Provide supervision to campers when required
- Assist in the implementation of special camp activities
- Contribute to an inclusive environment and understands and commits to confidentiality
- Other duties as assigned

What'll You Bring:

- Attending or completion of secondary school or post- secondary school
- Previous YMCA camping or child and youth program experience is preferred
- Demonstrated experience in specific area
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Bronze Cross certification is an asset
- ORCA certification is an asset (Canoe Program Lead positions)
- 17 years or older prior to June 16, 2025
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Details

Archery/Sports Program Lead: The Archery Program Lead is responsible for the supervision of campers and programming of archery activities at Camp Chippewa, located at Christie Lake Conservation Area. Archery Program Leads will not have the direct responsibility for a group of campers but will assist with supervision and guidance of campers.

Canoe Program Lead: The Canoe Program Lead is responsible for the supervision of campers and programming of canoe-based activities at Camp Chippewa, located at Christie Lake Conservation Area. Canoe Program Leads will not have direct responsibility for a group of campers but will assist with supervision and guidance of campers.

Arts & Crafts Program Lead: The Arts & Crafts Program Lead is responsible for the supervision of campers and programming of arts & crafts activities at Camp Chippewa, located at Christie Lake Conservation Area. The Arts & Crafts Program Lead will not have the direct responsibility for a group of campers but will assist with supervision and guidance of campers.

Office Administration and Site Support- Christie Lake Conservation Area

Must have your own transportation to and from the Christie Lake Conservation Area

The Office and Site Support Administrator is supporting the daily operations at Camp Chippewa and for the administrative duties required for the summer day camps at Camp Chippewa- General and Camp Chippewa- Specialty. The Office and Site Support Administrator will report directly to the Site Supervisor and be responsible for monitoring attendance, following up with incidents or absent campers, answering phone calls to camp and working as a team to ensure safe, quality programs.

What You'll Do:

- Ensure there is enough program equipment for campers and staff
- Deliver the equipment required for daily programming to counsellors at the appropriate location
- Maintain and keep track of program equipment
- Ensure all the equipment is returned to the appropriate location at the end of the day
- Set up and take down camp activities daily
- Maintain shed in an organized manner
- Ensure camp environment is clean and free of litter
- Provide supervision to campers when required
- Assist in the implementation of special camp activities
- Ensure attendance processes/sheets are completed daily
- Answer camp phone and assists Day Camp Administrator with addressing parent questions and concerns
- Print out weekly paperwork for each camp program/location
- Contribute to an inclusive environment
- Understand and commits to confidentiality
- Other responsibilities as required in dynamic working environments

What'll You Bring:

- Completion of secondary school or 2-year post-secondary degree/diploma, or pursuing the same, in any office administration or business discipline
- Previous YMCA camping or child and youth program experience is preferred
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Outdoor Camp Counsellor- Christie Lake Conservation Area

A Group Counsellor is responsible for the supervision and programming of activities for a group of campers at Christie Lake Conservation Area. They will report directly to the Program Specialist, Section Head, or Site Supervisor at each location. Counsellors will work with different age groups (between the ages of 6-15 years) to deliver a comprehensive, dynamic, and exciting program stream. **Transportation is provided for outdoor Counsellor positions.** Different day camp programs requiring Group Counsellors include:

- Camp Chippewa General Camp Counsellor (outdoor leader for ages 6-13 years of age)
- Camp Chippewa Specialty Camp Counsellor (outdoor leader for campers between 8-13 years old)
- Leaders In Training Camp Counsellor (mentoring and instructing future leaders aged 14-15)

What You'll Do:

- Greet parents/guardians at designated bus stop each morning and afternoon
- Liaise with before and after care staff
- Ensure safe, quality programs for participants and staff – submits program plans weekly
- Act as a group counsellor
- Responsible for the direct supervision of approximately 8-12 campers at the assigned site/program
- Develop and implements comprehensive camp programs
- Assist with parent liaison, promotion, set up, and clean up
- Responsible for attending all staff training and staff meetings (some weekends and evenings)
- Provide leadership to all campers by following routines and delivering a specific camp program
- Participate in specialty programming and waterfront/pool activities
- Contribute to an inclusive environment
- Understand and commits to confidentiality
- Provide supervision on bus rides to and from camp
- Complete documentation accurately and timely when required
- Other duties as assigned

What'll You Bring:

- Attending or completion of secondary or post-secondary school, preferably in the area of leisure and recreation, social services, child and youth worker or education
- Previous YMCA camping or child and youth program experience is preferred
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Bronze Cross certification is an asset
- Coaching or ORCA certification is an asset
- 17 years or older prior to June 16, 2025
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Helping Hands Supervisor – Christie Lake Conservation Area and Community Camps

The Helping Hands Supervisor is responsible for providing supervision and assistance to the Helping Hands Counsellors, who provide 1:1 support to children with disabilities and/or who require additional support. The Helping Hands Supervisor reports directly to the Day Camp Manager. The Helping Hands Supervisor will provide leadership to the staff team (approximately 15 staff) as well as plan for and assist with the inclusion of children attending through the Helping Hands program for their safety, well-being, belonging and engagement at camp. This includes parental/caregiver contact, completing intakes and documentation, assisting with personal care and providing direct hands-on support.

What You'll Do:

- Provide staff supervision, including leadership to all staff training/meetings and performance evaluations of Helping Hands counsellors
- Contribute to an inclusive camp environment and understands and commits to confidentiality
- Assist with all aspects of the operation of camp (parent/caregiver liaison, promotion, set up and shut down)
- Maintain accurate camp documentation and completes intakes and develops individual support plans for campers that may require one of or a combination of developmental, physical, medical and/or behavioural modifications and accommodations
- Support with the personal care needs of a camper which can include feeding, toileting and lifting
- Ensure there are sufficient supplies and equipment for the delivery of an inclusive program; communication aids, adaptive equipment, etc.
- Ensure the health and safety of children is maintained at all times; Must have knowledge of potential hazards and the ability to put a preventative plan in place
- Provide on-going communication with Helping Hands counsellors, as well as camp counsellors and supervisors, children, parents/caregivers and community agencies to ensure the well-being, participation and inclusion of campers
- Ensure General Manager of Inclusion Services for Children and Day Camp Manager are informed of any serious occurrences/complaints about camp
- Uphold YMCA Policies & Procedures and ensures that all staff have knowledge of and adhere to the Policies & Procedures developed by the YMCA
- Able to make immediate decisions to ensure safety and react accordingly to a crisis
- Provide maximum customer satisfaction and resolves parental/caregiver concerns
- Responsible for maintaining a petty cash
- Other duties as assigned

What'll You Bring:

- 2-year post-secondary degree/diploma, or pursuing same, in any discipline but preferably to be a field with a focus on special populations
- Strong interpersonal skills and supervisory experience, preferably in a camp setting
- Previous YMCA camp, childcare, or child and youth program experience is strongly preferred
- Significant experience working with children with disabilities in a variety of settings
- Extensive knowledge of inclusive recreation settings and how to achieve them
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Non-violent crisis intervention is an asset
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

Helping Hands Counsellor (All Locations)

The Helping Hands program supports campers having the opportunity to participate in a camp experience no matter their ability level. The Helping Hands Counsellor provides 1:1 support to children with disabilities and/or children who require additional support at various YMCA Day Camp sites (most often Christie Lake Conservation Area). This position reports directly to the Helping Hands Supervisor and is responsible for ensuring safe, quality, and developmentally appropriate programming for children ages 6-15 years. **Personal care, including toileting, changing, feeding and lifting, and maintaining daily reports and communication with parent/caregiver are essential requirements of this position.**

What You'll Do:

- Responsible for providing direct 1:1 support of camper and ensuring they feel safe and welcomed at camp through building relationships and supporting them in making connections with other campers
- Read, understand and apply information from camper individual plan to support safety, communication, participation and engagement at camp
- Responsible for getting to know camper interests and plan their day according to their strengths and the information provided in individual support plan as well as observing any modifications or accommodations required to support participation and engagement
- Assist with the implementation of programs, including modifications, and ensures safe, inclusive, quality programs for all campers
- Complete daily written reports and documentation accurately
- Provide supervision and implementation of programming on busses, both to and from the camp site (where applicable)
- Assist with parent/caregiver liaison, promotion, set up and clean up
- Work collaboratively with and provides on-going communication with group counsellors to ensure planning and programming that supports the well-being, participation and inclusion of camper
- Participate enthusiastically in camp activities, including but not limited to waterfront/pool activities (such as canoeing and swimming) to ensure camper safety and engagement
- Make quick decisions to ensure maximum safety when responding to camper in crises
- Understand and commit to confidentiality
- Complete weekly phone calls home to parents/caregivers prior to camper first day and provides daily written communication to send home
- Ensure Helping Hands Supervisor and/or Site Supervisor are informed of any serious occurrences/complaints about camp
- Responsible for attending all staff training and staff meetings (some evening and weekends)
- Maintain regular attendance and notify supervisor when unable to make it to a scheduled shift in advance

What'll You Bring:

- Attending or completion of secondary or post-secondary school, in any discipline but preferably in the area of special needs or education
- Previous YMCA camp, childcare, and/or child and youth program experience is preferred
- Previous experience working with children with disabilities is asset
- Standard First Aid and CPR-C valid through Summer 2025 (must provide proof of certification or enrollment in course before hiring)
- Non-violent crisis intervention is an asset
- 17 years or older prior to June 16, 2025
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)

I've Applied, What's Next?

When will you hear about the status of your application?

Due to the volume of applications, only applicants chosen for an interview will be contacted. Applications that are not filled in detail will not be considered for an interview. Please take your time filling out your application, including any experience related to working with children, including coaching, high-school placements, babysitting and other recreational program activities.

Interviews will begin for Senior Staff positions in mid-January, and interviews for Counsellor and Support staff positions will begin in February 2025. We strive to complete interviews within two weeks of applicants submitting their application.

Timeline for Hiring

After the interview, applicants will typically hear about the outcome of their interview within two weeks, or faster if we can get a hold of your references quickly. As a part of the YMCA's commitment to Child Protection, and as a part of our accreditation with the Ontario Camps Association, we are required to complete three reference checks before proceeding with an offer. Please let your references know we will be contacting them by email and/or phone.

All applicants chosen for an interview will hear about their application, regardless of the outcome.

Frequently Asked Questions about working at YMCA Day Camps

Can I apply for more than one location?

Yes. Keep in mind that transportation is only provided for camps located at Christie Lake Conservation Area, and staff are responsible for their transportation to and from the Laurier Brantford YMCA, Tansley Woods Community Centre and Queen Victoria Public School. Addresses of all locations are found in the Application Guide above.

What if I need more than 3-5 days off this summer?

To maintain consistency in our programs, staff who are requesting over 3-5 days off will be considered first as supply staff. Please detail any time off needed in your application.

Tentative Training Dates

Please keep in mind training is an important aspect of your role with the Day Camp team. Training typically takes place the week prior to camp starting but could also include evenings and weekends. Due to the guest speakers, program scheduling and limited window of time before camp starts, **it is not possible to rearrange training sessions.** Please look carefully at the contract dates and ensure you can attend our training week.

All offers of employment will be subject to the provision that the successful incumbent provides the YMCA of Hamilton/Burlington/Brantford with a current and satisfactory Criminal Records and Judicial Matters Check. Positions responsible for the direct supervision of children and/or vulnerable persons will be required, in addition to a Police Records Check, to provide a Vulnerable Sector Screening Report at the time of hire

If you have any other questions about your application, or working at camp, please contact the Day Camp team at daycampjobs@ymcahbb.ca