

Internal/External Job Posting

POSITION:	Summer Camp Program Leader SUBs (multiple positions) Including: licensed & general camps, art (visual and performing), sport, youth leadership, outdoor, & specialty camps such as Pickleball and Dungeons & Dragons.
SALARY:	\$22.83 per hour plus 14% in lieu of benefits = \$26.02 per hour!
CLASSIFICATION:	JB05 – Program Instructor III
HOURS OF WORK:	Varies, as needed. Up to 10 weeks starting June 29, 2026, Monday to Friday for up to 8 hours a day. Successful candidates must be available for some evening and weekend training in June; dates to be determined.
STATUS:	Auxiliary
CLOSING DATE:	March 27th, 2026, at 12:00PM
COMPETITION #:	26-13

SUMMARY: West Shore Parks & Recreation is seeking enthusiastic people to help create a great summer experience for children aged 5 to 14. Our Summer Camp Leader SUBs will provide coverage to Leaders who help plan and run day camps by organizing daily and weekly activities. They create a safe, welcoming, and fun environment by leading activities, supporting participants, and acting as positive role models. In this role, you will help children build friendships, try new things, and develop lifelong skills.

Multiple positions are available at both our Juan De Fuca Recreation centre and Centennial Centre locations.

Employees also receive access to counselling and a staff facility pass, which provides drop-in use of the weightroom, fitness classes, skating, the pool and our 9-hole golf course.

JOB DUTIES & ACCOUNTABILITIES

- Leads engaging activities such as crafts, sports, games, outdoor play, and special events.
- Adapts to changing plans or situations, and modifies activities to suit different ages, needs and abilities.
- Ensures all children feel safe, included, and supported.
- Follows all safety, privacy and emergency procedures.
- Supports smooth sign-in and sign-out and completes required documentation (attendance logs, incident reports)
- Ensures safe use of equipment and reports hazards promptly.
- Communicates respectfully, and builds positive relationships with campers, families and coworkers.
- Works indoors and outdoors in varying weather conditions, including sun, heat, and light rain.
- Performs tasks of similar scope and complexity as required.

QUALIFICATIONS

- Skills, knowledge, and experience with specific areas such as sports, arts, crafts, youth leadership and drama are required for some positions.
- Strong communication and interpersonal skills.
- Ability to lead activities and support groups.

- Ability to work independently and as part of team.
- Ability to work outdoors in all kinds of weather including heat, wind, rain, etc.
- At least 180 hours of experience working with children or youth (paid or volunteer) is required.
- Emergency First Aid and CPR C certificate is required.
 - **Note:** CPR B is the minimum requirement for working in childcare positions. If applying for positions at WSPR outside of childcare, CPR C may be required.
- To SUB in one of our licensed summer programs, candidates must be a minimum of 19 years of age.

Preferred certifications (assets):

- Responsible Adult certificate.
- HIGH FIVE ® certification
- CLASS 4* unrestricted drivers' license.
- Training in Physical Literacy (Physical Literacy 101, NCCP Fundamental Movement Skills, Movement Preparation).

A clear and current criminal record check (employer initiated) is a condition of employment and is the financial responsibility of the successful candidate.

APPLICATIONS

Resumes and cover letters quoting competition **26-13** to be received prior to **March 27th, 2026**, at 12:00PM.

Applications to be submitted directly through the posting on our job opportunities website:

<https://wspr.scouterecruit.net/jobs/WSPR2613>

Please indicate which camps you are interested in subbing for on your application.

This is a union position. Only those candidates under consideration will be contacted.

Posted: February 24th, 2026