



SAFE • ACTIVE • FUN • OUTDOORS

2024 Staff Application Guide

Why the Y?

Are you looking to be a role model for campers from all over Niagara Region? Looking for a summer job that encourages creativity, fun and magic? For over 85 years, (yes- 85 YEARS) YMCA of Niagara Day Camps have provided opportunities for campers from all over Niagara to enjoy a fun-filled summer. We cannot do that without our amazing staff team.

Successful YMCA Day Camp staff are described as:

- Flexible and great at adapting programming to fit the needs of their camper group
- Proactive, looking ahead to make sure every camper has a great experience
- Safety conscious and take precautions to ensure a safe physical and emotional environment
- Value-based role models who demonstrate good judgement and decision-making skills
- Loves to play games, get creative and be silly with their campers
- Leaders who provide campers with opportunities to grow and develop as individuals

The YMCA of Niagara is a charity dedicated to building healthy communities. The YMCA of Niagara delivers programs in Health & Fitness, Community Outreach, Child Care, Day Camp and Employment & Newcomer Services throughout Ontario's Niagara Region.

YMCA Day Camp Vision:

To provide an exceptional and immersive experience that fosters growth and empowerment, while inspiring lasting memories.

YMCA Program Statement:

YMCA of Niagara Day Camps strive to provide high quality programming and experiences that meet the needs of our diverse and unique campers. At the core of all YMCA Day Camp programming are the YMCA Healthy Child Development principles of play, relationships and health.

Before You Apply:

Summer Camps will run from July 2nd – August 30th, 2024 in St. Catharines, Welland, Niagara Falls, Niagara West (Grimsby) and Port Colborne.

Day Camp runs from Monday to Friday from 8:00am-5:00pm. Staff hours are between 7:45am-5:15pm.

The majority of camp staff will be scheduled to work between 7.5-8.5 hours a day.

All staff positions require the following:

- The applicant to be 16 years of age or older before July 2, 2024.
- A Criminal Record Check with Vulnerable Sector Search issued to the YMCA for staff 18 years and older.
- WSIB Approved & Current Standard First Aid and CPR- C

Successful candidates **must** attend orientation and training dates to be employed with the YMCA Day Camps. Some positions start earlier than others, please check the job description of the position you are applying for more details.

- Orientation Session: All staff are required to attend one orientation session. They take place on a variety of days and times leading up to summer camp. You will receive an email with how to attend.
- Specialty training/Healthy Child Development Training: takes place in the month of June for Leadership positions.
- Camp Training Weeks: Starts after June 15. It may include virtual and in person training.

Application Process and Interviews:

The YMCA of Niagara's hiring process identifies the individuals best-suited to support our life-changing impact on campers. Below is an outline of the hiring process for all staff.

- 1) Learn about what the YMCA of Niagara Day Camps has to offer.
- 2) Identify roles that you are eligible and interested in.
- 3) Complete online application for **ONE** role at <http://ymcaniagara.campbrainstaff.com>. This application takes the place of a cover letter and resume, so please use as much detail as needed. If you are interested in applying for one or more roles, please apply for the most senior role.
- 4) As a new applicant you must submit three references. One individual must be a professional reference we are able to contact via phone. A professional reference is someone who has supervised you in a professional capacity. This includes former employers, teachers or volunteer supervisors. ****Note:** As per Ontario Camps Association Standards, where a Day Camp applicant has been associated with another camp or children's organization, that organization must be listed and contacted as a reference.
- 5) Applicants who did not work in 2023 but have worked for YMCA Day Camps in previous years are considered new applicants.
- 6) Successful applicants will be invited via email to participate in a Group Interview. Due to the volume of applicants, only those considered for a group interview will be contacted. Please read the email carefully as it may have documents you will be asked to provide prior to the interview.
- 7) Follow-up interviews are scheduled, if necessary. If applicants are successful, offers are made via email within two weeks of your interview dependent on completion of three successful reference checks.

In order to ensure adequate supervision and provide consistency in our camps, staff will only be granted a limited period of time off during the summer. Staff requesting more than 5 days off may be interviewed for a Break/Floater Counsellor role.

*Please note that some interviews may take place virtually.

Offers of Employment

Positions at YMCA of Niagara Day Camps are competitive and not all applicants are offered opportunities. If you are not offered a position initially, we will ask if you would like to be kept in mind should opportunities develop later.

The offer letter is NOT the final part of the hiring process. Below are the required onboarding steps to ensure that staff are ready to work at the YMCA of Niagara. Your job offer is contingent upon completion of the steps below. Not meeting these expectations could jeopardize your offer of employment.

- 1) Review the job description for the position(s) you have been offered.
- 2) Sign, date and return your offer of employment by the deadline stated on your offer.
- 3) Complete and return all hiring paperwork **prior to your orientation** or by the given deadline.
- 4) Provide proof of qualification (CRC-VSC & Standard First Aid with CPR-C) registration prior to your orientation and complete of all qualifications by the deadline stated on your offer letter.

Once the above steps are completed, we will reach out to summer staff with additional information regarding training, onboarding and pre-summer opportunities to help you learn and grow!

Day Camp Position Overview

Volunteer Positions:

Camp Volunteer

Assistant Counsellor

Counsellor Positions:

Group Counsellor

Program Support Counsellor

Leadership Positions:

Program Specialist

Behaviour Specialist

Senior Leadership Positions:

Integration Supervisor

Site Supervisor

Regional Supervisor

Summer Day Camp Volunteer

Location	YMCA Camp at sites in St. Catharines, Grimsby, Welland, Port Colborne and Niagara Falls
Time Commitment	Between July 2, 2024 – August 30, 2024 with training prior. Ideally Volunteers make a commitment of 2-3 weeks.
Placement Date	Monday to Friday between 8:30am-4:30am

Purpose

Volunteers work directly with YMCA camp counselors and assist in leading games and activities for children and youth participating in YMCA Day Camp. Volunteers can help children and youth grow and learn in many ways that are consistent with the YMCA mission of building body, mind, and spirit. Day Camp volunteers act as role models for campers while gaining valuable experiences with children and have an introduction to being a camp leader.

Expectations

- To appreciate and support the YMCA values, mission and vision
- To demonstrate energy, dedication, and enthusiasm
- To work as a member of a team
- To thrive in an atmosphere of change and ambiguity

Responsibilities

- To help in leading camp activities such as active games, crafts, or swimming and assist with camper supervision.
- To support safe, quality programs and a healthy, secure environment for campers and staff.
- To assist Camp Counsellors in the development of camp programs
- To be in YMCA dress code (Camp volunteer t-shirt, black bottoms, hat and running shoes).
- To model and follow all YMCA policies including the Child, Youth and Vulnerable Person Protection Policy & Procedures.
- Other duties as requested.

Qualifications

- Previous experience in YMCA Day Camps or other YMCA programs an asset but not required.
- Patient and caring attitude, energy, enthusiasm, and flexibility.
- Minimum 15 years of age, completion of LIT or CIT camp programs an asset but not required.
- Successful graduates of the current years LIT camp who are 13 years of age or older may volunteer for up to two weeks unless otherwise approved.
- Applicants 18 years of age and older must submit a clear and satisfactory criminal record check inclusive of the vulnerable sector search (CRC VSS) issued for the YMCA of Niagara.
- The ability to participate in ongoing physical activity (including swimming) and be in an outdoor environment in various weather conditions.

Summer Day Camp Assistant Counsellor

Location	YMCA Camp at sites in St. Catharines, Grimsby, Welland, Port Colborne and Niagara Falls
Pay	Honorarium of \$200.00 per week upon successful completion.
Time Commitment	Assistant Counsellors are eligible to support our day camp programs for a minimum of 2 weeks and a maximum of 4 weeks this summer. Hours related to this role are Monday to Friday from 8:30am-4:30pm.
Placement Date	Weeks between July 2 – August 30, 2024 with prior training

NATURE & SCOPE

Assistant Counsellors work directly with YMCA Camp Counsellors and provide assistance in leading games and activities for children and youth in YMCA Day Camp. Assistant Counsellors receive valuable experience working in a camp environment, mentoring from camp counsellors and supervisors, develop leadership and teamwork skills and can use this role for high school volunteer hours. Assistant counsellors are interested in learning about the duties of a camp counsellor and taking on a staff role in the future. Day Camp is a busy and fun team environment with many learning opportunities.

RESPONSIBILITIES:

- Ensure safe, quality programs for participants and staff
- Assist Group Counsellors in the development of camp programs and implementation of special events
- Provide leadership and support to all campers
- Assist in programming group activities, swimming and camper supervision
- Models and comply with policies, procedures and employee expectations
- Learns and develops skills appropriate to become a Group Counsellor
- Other duties as required.

QUALIFICATIONS

- Previous experience in YMCA Day Camps or other YMCA programs an asset but not required.
- Patient and caring attitude, energy, enthusiasm, and flexibility.
- Minimum 15 years of age, completion of LIT or CIT camp programs an asset but not required.
- Applicants 18 years of age and older must submit a clear and satisfactory current Police Vulnerable Sector Check (PVSC) issued for the YMCA of Niagara.
- The ability to participate in ongoing physical activity (including swimming) and be in an outdoor environment in various weather conditions.

TRAINING AND SUPPORT

- Mandatory volunteer orientation and Day Camp Training provided.
- Supervision and support by senior Day Camp staff.

APPLICATION PROCESS

All applicants are invited to apply online by visiting <http://ymcaniagara.campbrainstaff.com/>

Summer Day Camp Group Counsellor

Location	YMCA Camp at sites in St. Catharines, Grimsby, Welland, Port Colborne and Niagara Falls
Pay	\$16.75/hour
Employment Type	Seasonal Contract – 35 to 40 hours per week. Hours of work are primarily Monday to Friday daytime, with some evenings and weekends required for training.
Placement Date	July 2 – August 30, 2024 plus 40 hours of paid pre-camp training in June

NATURE & SCOPE

Counsellors are responsible for the safety, supervision, and care of a group of children between the ages of 5-12 years old. They will lead a variety of camp activities for the children in their group throughout the camp day, and ensure they have an amazing camp experience. Group Counsellors are enthusiastic, caring, and committed.

RESPONSIBILITIES:

- Consistent effective communication with parents/guardians and other team members to ensure a successful camp experience for everyone involved.
- Facilitate and participate in fun, active, and engaging programming.
- Role model positive behaviour for campers.
- Participate in active games, sports, water games, and other activities.
- Be energetic and flexible.
- Provide a fun, safe and supportive environment for campers.
- Embrace diversity and inclusion of all individuals.
- Ensure YMCA Camp program outcomes and quality targets are achieved.
- Demonstrate empathy and caring towards campers, staff, peers, and parents/guardians.
- Submit clear and concise incident reports and documentation in a timely manner.
- All Counsellors will share group counsellor, floater, cleaning, and break counsellor responsibilities.
- Other duties as assigned.

QUALIFICATIONS

- Experience working or volunteering with children or youth
- Applicants must be 16 years of age or older
- Values driven individuals who make excellent role models for children and youth
- Experience working in day or residential camp is an asset
- Energy, enthusiasm and flexibility
- Current Standard First Aid with CPR-C
- Current Police Vulnerable Sector Check (PVSC) issued for the YMCA of Niagara
- The ability to participate in ongoing physical activity and work in an outdoor environment in various weather conditions
- Participate in training and adhere to the YMCA Child Protection Policies and Procedures as established by the YMCA of Niagara

This position may be supported by funding from Canada Summer Jobs and to be eligible for the grant positions, candidates must be 16-30 years of age.

COMPETENCIES:

- **Concern for Health and Safety** - Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Teamwork** - Actively builds teams and encourages open relationships for maximum organizational effectiveness.
- **Creativity and Innovation** - Develops new ways or adapts existing ideas to help us achieve desired results.
- **Leadership** - Guides, motivates and inspires self and others to take action to achieve desired outcomes.
- **Child and Youth Focused** - Commits to assisting growth and development among children and youth.
- **Commitment to Organization Vision and Values** - Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA.

DAY CAMP OVERVIEW

Camp operates Monday to Friday with shifts scheduled between 7:45am-5:15pm. Most camp staff are scheduled to work between 7.5 and 8.5 hours per day.

For more information on this and a variety of camps we offer, please visit our website ymcadaycamp.ca. Successful applicants must attend all pre-camp meetings and training including training on YMCA Child Protection Policies and Procedures

APPLICATION PROCESS

All applicants are invited to apply online by visiting <http://ymcaniagara.campbrainstaff.com/>

Internal applicants are encouraged to notify their supervisor before applying.

All applicants are thanked for their interest. Only those applicants being considered for an interview will be contacted by email. Please note that interviews may take place virtually.

Accessibility accommodations and materials in alternate formats for individuals with disabilities can be arranged upon request.

For more information on other opportunities at the YMCA of Niagara please visit: ymcaofniagara.org

Summer Day Camp Program Support Counsellor

Location	YMCA Day Camp at sites in St. Catharines, Grimsby, Welland, Port Colborne and Niagara Falls
Pay	\$17.00/hour
Employment Type	Seasonal Contract – 35 to 40 hours per week. Hours of work are primarily Monday to Friday daytime, with some evenings and weekends required for training.
Placement Date	July 2 – August 30, 2024 plus 40 hours of paid pre-camp training in June

NATURE & SCOPE

Program Support Counsellors are responsible for working with a variety of campers with special needs, physical or behavioural challenges, or medical considerations in YMCA Day Camps. Program Support Counsellors provide the necessary support to their camper for them to be successfully integrated into the camp program. Program Support Counsellors work alongside their peers to provide a safe and high-quality camp experience.

RESPONSIBILITIES:

- Ensure YMCA Day Camp is an inclusive camp experience and to implement strategies to achieve this goal
- Plan and deliver programs for Day Camp participants following YMCA objectives
- Support campers in the Helping Hands program with behavioural, physical, or developmental challenges
- Assist with program implementation and adaptation of activities to meet the needs of all campers in the group
- Read, understand and apply information from camper profile
- Make quick decisions to ensure maximum participant integration and safety
- A Program Support Counsellor may work one to one with a camper or support a group of campers
- Understand and commit to confidentiality
- Greet parents/guardians each morning when they drop off children and in the evening at pick up
- Support and work as part of a staff/volunteer team by remaining flexible (willing to learn new skills, adapt approaches)
- Responsible for the safety and security of staff and participants
- Respond to first aid and emergency situations as required, check for the potential health and safety hazards at all times when on duty, and complete incident reports when necessary.
- Embrace diversity and inclusion of all individuals.
- Follow Non-Violent Crisis Intervention (CPI) guidelines (when certified)
- Other duties as assigned

QUALIFICATIONS

- Experience working with children and/or youth with specific needs and behavioural challenges
- Applicants must be 17 years of age or older
- Values driven individuals who make excellent role models for children and youth
- Experience working in day or residential camp is an asset
- Energy, enthusiasm and flexibility

- Non-Violent Crisis Intervention (CPI) Training is an asset
- Current Standard First Aid with CPR-C
- Current Police Vulnerable Sector Check (PVSC) issued for the YMCA of Niagara
- The ability to participate in physical activity and work in an outdoor environment in various weather conditions.
- Access to reliable transportation and valid driver's license is required
- Participate in training and adhere to the YMCA Child Protection Policy and Procedures as established by the YMCA of Niagara

COMPETENCIES:

- **Child and Youth Focused** - Commits to assisting growth and development among children and youth.
- **Diversity** - Appreciates that people with different opinions, backgrounds and characteristics bring a richness to the YMCA.
- **Commitment to Organization Vision and Values** - Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA.
- **Concern for Health and Safety** - Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Teamwork** - Actively builds teams and encourages open relationships for max. organizational effectiveness.
- **Creativity and Innovation** - Develops new ways or adapts existing ideas to help us achieve desired results.

DAY CAMP OVERVIEW

Camp operates Monday to Friday with shifts scheduled between 7:45am-5:15pm. Most camp staff are scheduled to work between 7.5 and 8.5 hours per day.

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Summer Day Camp Program Specialist

Location	YMCA Day Camp at sites in St. Catharines, Welland, Grimsby, Port Colborne and Niagara Falls
Pay	\$17.25/hour
Employment Type	Seasonal Contract – 42.5 to 44 hours per week. Hours of work are primarily Monday to Friday daytime, with some evenings and weekends required for training
Placement Date	Mid-June – August 30, 2024 inclusive of paid pre-camp training

NATURE & SCOPE

Program Specialists play a vital role in ensuring program quality and delivering safe age-appropriate and site-specific programming. 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. The Program Specialist will also be responsible for delivering programming themselves at various points in the day. Program Specialists are responsible for ensuring all campers have a positive camp experience and supporting the camps on site as necessary.

RESPONSIBILITIES

- Skilled in leading/teaching a variety of camp activities
- Lead engaging and hands-on programming
- Provide input into staff meetings and assist as needed
- Oversee the development and execution of programs, activities, and the schedule
- Assist the Site Supervisor with the day-to-day operations of camp
- Assist with training and preparation for the camp season
- Responsible for supervision of campers as needed
- Address parental/guardian concerns and ensure maximum customer satisfaction.
- Maintains high standards in program delivery, communication, coaching and mentoring of all staff
- Regular contact with staff, camp participants, parents/guardians, community agencies, and volunteers involved in the program
- Further support staff in the planning, supervision, and leading of activities
- Submit clear and concise incident reports and documentation in a timely manner.
- Follow Non-Violent Crisis Intervention (CPI) guidelines (when certified)
- Other duties as assigned

QUALIFICATIONS

- At least two summer seasons of experience working with children or youth in a Day Camp and/or Residential Camp setting or equivalent.
- Sound judgement and decision-making skills
- Energy, enthusiasm, and flexibility
- Experience planning and leading programs
- The ability to participate in physical activity, and work in an outdoor environment in various weather conditions
- Current Police Vulnerable Sector Check (PVSC) issued for the YMCA of Niagara
- Standard First Aid and CPR- C

- Participate in training and adhere to the YMCA Child Protection Policy and Procedures

This position may be supported by funding from Canada Summer Jobs and to be eligible for this grant position, the successful applicant must be between the ages of 18 to 30 years of age.

COMPETENCIES:

- **Child and Youth Focused** - Commits to assisting growth and development among children and youth.
- **Diversity** - Appreciates that people with different opinions, backgrounds and characteristics bring a richness to the YMCA.
- **Commitment to Organization Vision and Values** - Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA.
- **Concern for Health and Safety** - Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Teamwork** - Actively builds teams and encourages open relationships for maximum organizational effectiveness.
- **Creativity and Innovation** - Develops new ways or adapts existing ideas to help us achieve desired results.
- **Leadership** - Guides, motivates and inspires self and others to take action to achieve desired outcomes.

DAY CAMP OVERVIEW

Camp operates Monday to Friday with shifts scheduled between 7:45am-5:15pm. Most camp staff are scheduled to work between 7.5 and 8.5 hours per day.

For more information on this and a variety of camps we offer, please visit our website ymcadaycamp.ca. Successful applicants must attend all pre-camp meetings and training including training on YMCA Child Protections Policies and Procedures

APPLICATION PROCESS

All applicants are invited to apply online by visiting <http://ymcaniagara.campbrainstaff.com/>

Internal applicants are encouraged to notify their supervisor before applying.

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For more information on other opportunities at the YMCA of Niagara please visit: ymcaofniagara.org

Summer Day Camp Behaviour Specialist

Location	YMCA Day Camp at sites in St. Catharines, Grimsby, Welland, Port Colborne and Niagara Falls
Pay	\$17.25/hour
Employment Type	Seasonal Contract – 42.5 to 44 hours per week. Hours of work are primarily Monday to Friday daytime, with some evenings and weekends required for training
Placement Date	Mid-June –August 30, 2024 inclusive of paid pre-camp training

NATURE & SCOPE

The Behaviour Specialist role is to ensure the successful integration of children with diagnosed special needs and/or behavioural challenges into the YMCA Day Camp. Behaviour Specialists work as part of the Integration team to support children in the Helping Hands program and others who require additional assistance to be successful in the camp program.

RESPONSIBILITIES

- Visit assigned camp sites regularly to monitor and support campers
- Act as a resource providing different strategies and approaches that will allow campers to be integrated successfully.
- Ensure all required paperwork and documentation is completed in full and on time.
- Act as a team leader to direct, support and assist other team members and program support staff when any behavioural situations arise
- Observe camper groups or individual campers and give strategies to team members on adapting activities and program plans to meet the needs of all campers
- Maintain communication with parent/guardians about camper's progress in camp.
- Assess conflict situations and exercise good judgment in recommending solutions.
- Assist with training and preparation for the camp season.
- Assist with staff meetings for Program Support counsellors.
- Model excellent customer service and leadership behaviors.
- Greet, welcome and serve members, volunteers, participants and parent/guardians with prompt courteous service.
- Act as a liaison while on duty to prevent or resolve problems.
- Follow Non-Violent Crisis Intervention (CPI) guidelines (when certified)
- Responsible for the safety and security of staff and participants
- Other duties as assigned

QUALIFICATIONS

- Enrolled in or completed a post-secondary degree or diploma in recreation and leisure, educational assistant, child and youth studies, education or related field
- Minimum 2 years' experience working with children with special needs and/or behavioural challenges.
- Experience supervising staff or volunteers is an asset.
- Experience working in a day or residential camp is an asset.
- Non-Violent Crisis Intervention (Crisis Prevention Institute) Training is an asset, training will be provided

- Energy, enthusiasm and flexibility
- Class G driver's license and reliable transportation
- Current Standard First Aid with CPR-C
- Current Police Vulnerable Sector Check (PVSC) issued for the YMCA of Niagara
- The ability to participate in ongoing physical activity and work in an outdoor environment in various weather conditions.
- Participate in training and adhere to the YMCA Child Protection Policy and Procedures

This position may be supported by funding from Canada Summer Jobs and to be eligible for this grant position, the successful applicant must be between the ages of 18 to 30 years old.

COMPETENCIES:

- **Child and Youth Focused** - Commits to assisting growth and development among children and youth.
- **Diversity** - Appreciates that people with different opinions, backgrounds and characteristics bring a richness to the YMCA.
- **Commitment to Organization Vision and Values** - Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA.
- **Concern for Health and Safety** - Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Teamwork** - Actively builds teams and encourages open relationships for maximum organizational effectiveness.
- **Creativity and Innovation** - Develops new ways or adapts existing ideas to help us achieve desired results.
- **Leadership** - Guides, motivates and inspires self and others to take action to achieve desired outcomes.

DAY CAMP OVERVIEW

Camp operates Monday to Friday with shifts scheduled between 7:45am-5:15pm. Most camp staff are scheduled to work between 7.5 and 8.5 hours per day.

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APPLICATION PROCESS

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Summer Day Camp Site Supervisor

Location	YMCA Day Camp at sites in St. Catharines, Grimsby, Welland, Port Colborne and Niagara Falls
Pay	\$17.75/hour
Employment Type	Seasonal Contract – 42.5 to 44 hours per week. Hours of work are primarily Monday to Friday daytime, with some evenings and weekends required.
Placement Date	June – August 30, 2024 inclusive of 40 hours of paid training

NATURE & SCOPE

Site Supervisors provide leadership to a YMCA Day Camp site. This includes site set up, staff training, program quality, problem solving, scheduling, supervision of staff and more! Site Supervisors maintain open, effective, and positive communication with parents/guardians, staff, community partners and other stakeholders. Site Supervisors are dynamic, organized, energetic, and responsible.

RESPONSIBILITIES:

- Co-ordinates programs and ensures safe, quality programs for participants and staff.
- Provides staff supervision including training, mentoring, coaching and performance evaluations.
- Assists with all aspects of the operation of camp (e.g., registration, parent/guardian liaison, promotion, set up, closing).
- Provides leadership during staff training and quality assessments.
- Ensures all Ontario Camps Association standards are met and maintained.
- Ensures that there is sufficient supplies and equipment for the delivery of the program.
- Informs Camp Leadership of any serious occurrences/complaints about camp.
- Ensures that all staff on site adhere to Policies and Procedures developed by the YMCA.
- Makes immediate decisions to ensure safety and reacts accordingly to a crisis.
- Address parental/guardian concerns and ensure maximum customer satisfaction.
- Maintains regular contact with staff, camp participants, parents/guardians, community agencies and volunteers involved in program.
- Submit clear and concise incident reports and documentation in a timely manner.
- Leads staff meetings for their site.
- Embrace diversity and inclusion of all individuals.
- Participate in all mandatory training and adhere to the YMCA Child Protection Policies and Procedures as established by the YMCA of Niagara.
- Follow Non-Violent Crisis Intervention (CPI) guidelines (when certified)
- Other duties as assigned.

QUALIFICATIONS

- Minimum two years' experience working with children or youth in a Day Camp and/or Residential Camp setting or equivalent
- Previous experience motivating, leading, supervising, and coaching staff
- Minimum 2 years Post-Secondary Education
- Values driven individuals who make excellent role models for children and youth
- Sound judgement and decision-making skills
- Energy, enthusiasm, and flexibility

- The ability to participate in physical activity, and work in an outdoor environment in various weather conditions
- Organizational and administrative skills
- Current Standard First Aid and CPR-C
- Current Police Vulnerable Sector Check (PVSC) issued for the YMCA of Niagara
- Access to reliable transportation and a valid driver's license
- Participate in training and adhere to the YMCA Child Protection Policy and Procedures

This position may be supported by funding from Canada Summer Jobs and to be eligible for this grant position, candidates must be 18-30 years of age.

COMPETENCIES:

- **Child and Youth Focused** - Commits to assisting growth and development among children and youth.
- **Diversity** - Appreciates that people with different opinions, backgrounds and characteristics bring a richness to the YMCA.
- **Commitment to Organization Vision and Values** - Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA.
- **Concern for Health and Safety** - Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Teamwork** - Actively builds teams and encourages open relationships for maximum organizational effectiveness.
- **Creativity and Innovation** - Develops new ways or adapts existing ideas to help us achieve desired results.
- **Leadership** - Guides, motivates and inspires self and others to take action to achieve desired outcomes.
- **Relationship Building and Collaboration** - Builds positive interactions both internally and externally to achieve work related goals.
- **Planning and Organizing** - Establishes a clearly defined and effective course of action for self and others to accomplish short and long term work goals.

DAY CAMP OVERVIEW

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Summer Day Camp Integration Supervisor

Location	YMCA Day Camp at sites in St. Catharines, Grimsby, Welland, Port Colborne and Niagara Falls
Pay	\$17.75/hour
Employment Type	Seasonal Contract – 42.5 to 44 hours per week. Hours of work are primarily Monday to Friday daytime, with some evenings and weekends required for training
Placement Date	June – August 30, 2024 inclusive of 40 hours of pre-camp training

NATURE & SCOPE

The Integration Supervisor is responsible for overseeing the successful integration of children with special needs, physical or behavioural challenges, or medical considerations into the YMCA of Niagara Day Camps. The Integration Supervisor provides oversight to the Helping Hands program for campers who are receiving additional support to promote their integration into camp, campers that benefit from specific strategies to promote their success, and campers who are demonstrating difficult behaviours in camp. The Integration Supervisor will have extensive experience supporting and developing plans for children with exceptionalities. The Integration Supervisor will work with the camp leadership team to ensure a safe, positive, and successful camp experience for everyone involved.

RESPONSIBILITIES:

- Provides leadership for the successful integration of all children and youth into YMCA Day Camp.
- Visit sites regularly to support the integration of campers in the Helping Hands program, campers that benefit from specific strategies, and campers demonstrating behaviours.
- Provide camp staff with strategies, resources, supports and recommendations for effective behaviour and group management.
- Assisting with the registration and intake process for campers in the Helping Hands program.
- Maintains open and ongoing communication with parents/guardians, co-workers, and supervisor.
- Co-ordinates programs and ensures safe, quality programs for participants and staff.
- Provides staff supervision including training, coach and mentoring of staff.
- Assists with all aspects of the operation of camp (registration, parent/guardian liaison, promotion, set up and camp closing)
- Acts as a role model and upholds YMCA policies and procedures.
- Leads staff meetings for Program Support Counsellors
- Ensures that there is sufficient supplies and equipment for the delivery of the program.
- Responds to situations as they arise implementing sound judgement and decision-making.
- Make immediate decisions to promote the health and safety of everyone at camp.
- Able to successfully address parental/guardian concerns and ensure maximum customer satisfaction.
- Utilize knowledge and best practices related to child development, behaviour management, de-escalation strategies and more.
- Maintain regular contact with staff, camp participants, parents/guardians, community agencies and volunteers involved in program.
- Submit clear and concise incident reports and documentation in a timely manner.
- Attend all pre-camp orientation and mandatory trainings.
- Embrace diversity and promote inclusion.

- Adhere to the YMCA Child Protection Policies and Procedures.
- Follow Non-Violent Crisis Intervention (CPI) guidelines (when certified)
- Other duties as assigned

QUALIFICATIONS

- Minimum 2 years Post-Secondary Education in a related field (Child and Youth Studies, Education, Linguistics, Educational assistant, etc.).
- Minimum 2 years' experience in camp programs.
- Minimum 3 years' experience supporting or working with children or youth with special needs or behavioural considerations.
- Experience working in inclusive camp environments is an asset.
- Strong communication, organization, judgement, and decision-making skills.
- Energy, enthusiasm, and flexibility.
- Previous experience motivating, leading, supervising, and coaching staff.
- Non-Violent Crisis Intervention training or equivalent is an asset.
- Current Standard First Aid and CPR-C
- Current Police Vulnerable Sector Check (PVSC) issued for the YMCA of Niagara
- Valid driver's licence and daily access to reliable transportation.
- Participate in training and adhere to the YMCA Child Protection Policy and Procedures

This position may be supported by funding from Canada Summer Jobs and to be eligible for the grant position, candidates must be 18-30 years of age.

COMPETENCIES:

- **Child and Youth Focused** - Commits to assisting growth and development among children and youth.
- **Diversity** - Appreciates that people with different opinions, backgrounds and characteristics bring a richness to the YMCA.
- **Commitment to Organization Vision and Values** - Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA.
- **Concern for Health and Safety** - Acknowledges and understands how to manage and educate others of risk and harm reduction.
- **Teamwork** - Actively builds teams and encourages open relationships for maximum organizational effectiveness.
- **Creativity and Innovation** - Develops new ways or adapts existing ideas to help us achieve desired results.
- **Leadership** - Guides, motivates and inspires self and others to take action to achieve desired outcomes.
- **Relationship Building and Collaboration** - Builds positive interactions both internally and externally to achieve work related goals.
- **Planning and Organizing** - Establishes a clearly defined and effective course of action for self and others to accomplish short and long term work goals.

DAY CAMP OVERVIEW

Camp operates Monday to Friday with shifts scheduled between 7:45am-5:15pm. Most camp staff are scheduled to work between 7.5 and 8.5 hours per day.

For more information on this and a variety of camps we offer, please visit our website ymcadaycamp.ca. Successful applicants must attend all pre-camp meetings and training including training on YMCA Child Protection Policies and Procedures

APPLICATION PROCESS

All applicants are invited to apply online by visiting <http://ymcaniagara.campbrainstaff.com/>

Internal applicants are encouraged to notify their supervisor before applying.

All applicants are thanked for their interest. Only those applicants being considered for an interview will be contacted by email. Please note that interviews may take place virtually.

Accessibility accommodations and materials in alternate formats for individuals with disabilities can be arranged upon request.

For more information on other opportunities at the YMCA of Niagara please visit: ymcaofniagara.org

Summer Day Camp Regional Supervisor

Location	YMCA Day Camp at sites in St. Catharines, Grimsby, Welland, Port Colborne and Niagara Falls
Pay	\$19.00/hour
Employment Type	Seasonal Contract – 42.5 to 44 hours per week. Hours of work are primarily Monday to Friday daytime, with some evenings and weekends required for training events
Placement Date	Part Time April, Full Time May to September inclusive of training

NATURE & SCOPE

YMCA Day Camp is seeking Regional Supervisors for summer 2024. Regional Supervisors oversee camps in a designated city or geographical region and will provide oversight in one of the following aspects of camp: camp promotion and family engagement, staff recruitment and hiring, staff training, or program planning.

RESPONSIBILITIES

- Be an active member of the Day Camp senior leadership team that supervises approximately 120 seasonal team members.
- Oversee multiple camp sites located throughout the Niagara Region or a specific aspect of camp.
- Act as a team leader to direct, support, and assist other team members in the delivery of excellent customer service.
- Build quality relationships with camp partners and YMCA camp staff.
- Provide leadership in building a productive happy team that provides participants with quality programming opportunities.
- Supervise and coach team members to ensure that YMCA Day Camp objectives are being met.
- Assist Site Supervisors with problem solving at their campsites as well as with the hiring, training and coaching of camp staff.
- Assist with program development and promotion of camps. Work with the Camp Leadership team to act on poor staff performance and implement performance reviews.
- Assess conflict situations and exercise good judgment in recommending solutions.
- Respond to and handle parent/guardian concerns and questions in a timely manner.
- Model excellent customer service and leadership behaviors.
- Ensure Ontario Camping Association Standards are followed at the camp sites.
- Greet, welcome and serve members, volunteers, participants, and parents/guardians with prompt courteous service.
- Support and work as part of a staff/volunteer team by remaining flexible (willing to learn new skills, alter shifts).
- Provide leadership as situations occur and lead investigations as necessary.
- Maintain strong communication with camp parents/guardians, staff and volunteers in person, by phone and via email.
- Demonstrate respect for privacy and confidentiality
- Act as a liaison between the Day Camp team and other YMCA departments.
- Respond to first aid and emergency situations as required.
- Ensure that program areas are kept safe, clean and organized.

- Check for potential health and safety hazards at all times when on duty and complete incident reports when necessary.
- Submit clear and concise incident reports and documentation in a timely manner.
- Follow CPI Non-Violent Crisis Intervention guidelines (when certified).
- Other duties as assigned.

QUALIFICATIONS

- Post-secondary degree or diploma in recreation and leisure, child and youth studies, education or related field
- Minimum 2 years' experience as a camp Site Supervisor or equivalent
- Minimum 2 years' experience supervising a team of staff or volunteers
- Non-Violent Crisis Intervention (Crisis Prevention Institute) Training is an asset, training will be provided.
- Knowledge of Ontario Camping Association standards is an asset.
- Sound judgement and decision-making skills.
- The ability to provide leadership, encouragement and coaching for teams of staff.
- Energy, enthusiasm and flexibility
- Class G driver's license and reliable transportation
- Current Standard First Aid with CPR-C
- Current Police Vulnerable Sector Check (PVSC) issued for the YMCA of Niagara
- The ability to participate in ongoing physical activity and work in an outdoor environment in various weather conditions.

This position is supported by funding from Canada Summer Jobs and to be eligible for this grant position, candidates must be 18-30 years.

COMPETENCIES:

- **Child and Youth Focused** - Commits to assisting growth and development among children and youth.
- **Commitment to Organization Vision and Values** - Demonstrates and promotes a personal understanding of and appreciation for the mission, vision, strategic outcomes and values of the YMCA.
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- **Diversity** - Appreciates that people with different opinions, backgrounds and characteristics bring a richness to the YMCA.
- **Teamwork** - Actively builds teams and encourages open relationships for maximum organizational effectiveness.
- **Creativity and Innovation** - Develops new ways or adapts existing ideas to help us achieve desired results.
- **Leadership** - Guides, motivates and inspires self and others to take action to achieve desired outcomes.
- **Relationship Building and Collaboration** - Builds positive interactions both internally and externally to achieve work related goals.
- **Planning and Organizing** - Establishes a clearly defined and effective course of action for self and others to accomplish short and long term work goals.

- **Problem Solving** - Identifies and issue and works towards a solution.
- **Coaching and Development** - Commits to assisting participants, volunteers, staff and self in continuous learning and development.

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