



SUMMER 2023 CAMP TAPAWINGO EMPLOYMENT OPPORTUNITIES

JOB POSTING DATE:

January 12, 2023

POSITION DATES:

June 22 - August 28, 2023

APPLY ONLINE:

<https://ywcacamptapawingo.campbrainstaff.com/?ReturnUrl=%2fHome%2fLanding>



*YWCA Toronto promotes the principles of anti-oppression and adheres to the tenets of the Ontario Human Rights Code. We encourage applications from women and gender diverse people of all races, ethnic origins, religions, abilities and sexual orientations. **We also encourage members of designated equity-seeking groups to self-identify.** YWCA Toronto provides accommodation during all parts of the hiring process, upon request, to applicants with disabilities. If contacted, please advise us if you require any accommodation.*

Vaccination Policy: In accordance with YWCA Toronto's COVID-19 Vaccination Policy, all YWCA Toronto employees were required to be fully vaccinated with a COVID-19 vaccination series by October 30, 2021. As a condition of hire, new staff will be required to submit proof of vaccination prior to their first day of work. The YWCA will consider written requests for accommodation under the Human Rights Code on a case by case basis and will accommodate those individuals who are legally entitled to accommodation.



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A police reference check is required by the successful candidate prior to hiring. YWCA is a unionized workplace. Staff are represented by CUPE Local 2189. These positions are not within the Bargaining Unit.

While we thank all candidates for their interest, only those selected for an interview will be contacted.

ABOUT YWCA TORONTO'S CAMP TAPAWINGO

Tap into a 94-year tradition of learning, adventure and fun. For girls and gender diverse children and youth 6-15 years of age, YWCA's Camp Tapawingo can turn a summer experience into a summer of unique memories. The relaxed atmosphere of a child and youth-focused setting creates the perfect environment for embarking on a camper's journey to self-discovery, confidence and achievement.

We are excited to share that over the next five years, we plan to increase diversity, equity and inclusion within our services at Camp Tapawingo. We aspire to be a camp that is representative of Toronto's diverse community and to provide a welcoming space where camp participants, families, counsellors-in-training and staff feel safe and valued.

Through active diversity outreach, partnerships, and camperships for families on lower incomes, we work to ensure that all experiences are positive and valuable ones. We strive to be a community where individuals can relax and be their best selves.

YWCA's Camp Tapawingo is currently recruiting applicants, ages 17 years old or older, for various positions. All staff lives at the camp on Georgian Bay near Parry Sound and work directly with children and youth in the following areas: swimming, canoeing, arts and crafts, climbing, dance & drama, fitness sailing, nature activities, land sports, tripping, kayaking, guitar and mountain biking. ***All specialty positions will start on June 16, 2023 and all counsellor positions will start on June 22, 2023. All positions end on August 28th. Compensation depends on the position and experience of the applicant.***

For all camp positions, candidates are expected to demonstrate the following core competencies:

- Understand and support the mission and beliefs of YWCA Toronto;
- Incorporate principles of anti-oppression and equity at YWCA Toronto;
- Demonstrate respect, consideration and acceptance of the opinions of others while expressing their own expertise and effectively utilizing relevant resources and specialists;
- Consistently collaborate with team members, sharing ideas and differences openly;
- Be receptive to new ideas and adapt to change as necessary;



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- Set goals, prioritize tasks and carry out responsibilities to achieve quality results;
- Take action to avoid or solve problems and create opportunities for positive change;
- Demonstrate commitment to ongoing personal and professional development.

CURRENT AVAILABLE POSITIONS

Business Manager (1 position)

The successful candidate is responsible for the administration of the tuck shop, town trips and dealing with expenditures.

The candidate should have:

- Experience handling petty cash
- A driver's license
- Experience in a residential camp setting
- Experience working with children and youth

Counsellor-In-Training Director (1 position)

Successful candidates are responsible for the overall supervision, administration and operation of the leadership training program.

The candidate should have:

- Demonstrated expertise and experience or qualifications in a wide variety of skill areas
- Experience in teaching and instructing children and youth
- Experience working as a senior member of a camp staff
- Grade 12 or higher



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Section Head- Camper Services (1 position)

The successful candidate is responsible for campers and staff in one section and teach in an activity as assigned.

The candidate should have:

- Currently in grade 12 or attending post-secondary education
- Experience working with children and youth in a variety of settings
- Must have a teachable skill area of the areas taught at the camp
- Appropriate certificates must be held where waterfront activities are designated as skills areas (minimum Bronze Cross)
- Ability to respect and maintain participant confidentiality
- Commitment to working with diverse people in a respectful and inclusive manner

Section Head- Diversity (1 position)

The successful candidate is responsible for the ongoing review of camp programming and activities to ensure that they meet Camp Tapawingo's Diversity, Equity and Inclusion goals.

The candidate should have:

- Demonstrated experience or qualifications with respect to Diversity, Equity and Inclusion
- Currently in grade 12 or attending post-secondary education, with an interest in gaining further experience in child development, recreation or social services field
- Experience working with children and youth
- Must have a teachable skill area of the areas taught at the camp
- Ability to respect and maintain participant confidentiality
- Commitment to working with diverse people in a respectful and inclusive manner
- Strong communication skills and relationship-building skills



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Section Head (2 positions)

The successful candidates are responsible for campers and staff in one of the sections, and to teach in an activity as assigned to help with program implementation as required in accordance with the mission and policies of YWCA Toronto.

The candidate should have:

- Experience working with children and youth in a variety of settings
- Must have a teachable skill area of the areas taught at the camp
- Ability to respect and maintain participant confidentiality
- Currently in high school or attending post-secondary education, with an interest in gaining further experience in child development, recreation or social services field
- Strong communication skills and relationship-building skills
- Appropriate certificates must be held where waterfront activities are designated as skills areas (minimum Bronze Cross)

Senior Counsellor (10 positions)

Successful candidates are responsible for providing a safe and enjoyable environment for a cabin group of girls and gender diverse youth and teaching in an activity area and help with program implementation as required

The candidate should have:

- Experience working with children and youth
- Grade 12 or higher
- Must have teachable skill area of the areas taught at camp

Junior Counsellor (12 positions)

Successful candidates are responsible for providing a safe and enjoyable environment for a cabin group of girls and gender diverse youth and teaching in an activity area and help with program implementation as required

The candidate should have:

- Experience working with children and youth



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- Must have teachable skill area of the areas taught at camp

Activity Head (4 positions)

Successful candidates are responsible for the overall supervision, administration and operation of the activity area.

The candidate should have:

- Experience in one of the following areas: arts & crafts, land sport, tripping, swimming or canoeing
- Experience in teaching and instructing children and youth
- Experience in program development

Senior Counsellor/Activity Head (4 positions)

Successful candidates are responsible for providing a safe and enjoyable environment for a cabin group of girls and gender diverse youth and teaching in an activity area.

The candidate should have:

- Experience in one of the following areas; arts & crafts, environmental education and outdoor pursuits, dance & drama, climbing, mountain biking and sailing
- Ability to work as part of a team
- Ability to teach and supervise the program
- Experience working and teaching children and youth
- Grade 12 or higher

Day Camp Counsellor (2 positions)

Successful candidate is responsible for providing a safe and enjoyable environment for Camp Tapawingo guests.

The candidate should have:

- Grade 11 or higher
- Experience working with children in teaching, after school programming, volunteer work, church or other related children's activities



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- Must hold current swim qualifications including National Lifeguard
- Excellent customer service skills
- Experience working within a multicultural environment

Counsellor - Women's Weekend (2 positions)

Successful candidate is responsible for providing a safe and enjoyable environment for Camp Tapawingo guests.

The candidate should have:

- Grade 11 or higher
- Experience working with children in teaching, after school programming, volunteer work, church or other related children's activities
- Must hold current swim qualifications including National Lifeguard
- Excellent customer service skills
- Experience working within a multicultural environment

Counsellor - Family Camp Labour Day (7 positions)

Successful candidate is responsible for providing a safe and enjoyable environment for Camp Tapawingo guests.

The candidate should have:

- Grade 11 or higher
- Experience working with children in teaching, after school programming, volunteer work, church or other related children's activities
- Must hold current swim qualifications including National Lifeguard
- Excellent customer service skills
- Experience working within a multicultural environment



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Day Camp Coordinator (1 position)

Successful candidate is responsible for the overall supervision, administration and operation of the activity area.

The candidate should have:

- Experience in one of the following areas: arts & crafts, environmental education and outdoor pursuits, dance & drama, or sailing
- Experience in teaching and instructing children and youth
- Experience in program development

Camp Nurse (1 position)

Successful candidate is responsible for overseeing the health and safety of the campers and staff.

The candidate should have:

- Current First Aid Certificate
- Valid current qualifications as a Registered Nurse or Registered Nursing Assistant
- Experience working with children and youth
- Ability to relate to girls, gender diverse youth/people and young women

Maintenance- Work Camp (18 weeks 1 position)

The successful candidate is responsible for assisting with general maintenance and repairs and with the summer camp.

The candidate should have:

- Ability to lift 25 kilograms
- Commitment to working with diverse people in a respectful and inclusive manner
- Strong communication and relationship-building skills
- Ability to respect and maintain participant confidentiality



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Maintenance- Cleaner (1 position)

The successful candidates are responsible for cleaning in specific sections of camp and assisting with general maintenance and repairs at the summer camp.

The candidate should have:

- Ability to lift 25 kilograms
- Commitment to working with diverse people in a respectful and inclusive manner
- Strong communication and relationship-building skills
- Currently in grade 12 or attending post-secondary education
- Ability to respect and maintain participant confidentiality

Maintenance- Cleaner (16 Weeks-1 position)

The successful candidates are responsible for cleaning in specific sections of camp and assisting with general maintenance and repairs at the summer camp.

The candidate should have:

- Ability to lift 25 kilograms
- Commitment to working with diverse people in a respectful and inclusive manner
- Strong communication and relationship-building skills
- Currently in grade 12 or attending post-secondary education
- Ability to respect and maintain participant confidentiality

Lifeguard (3 positions)

The successful candidates are responsible to teach in activity area as assigned and to help with program implementation as required in accordance with the mission and policies of YWCA Toronto.

- Currently in high school or attending post-secondary education, with an interest in gaining further experience in child development, recreation or social services field
- Experience working with children and youth



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- Must have NL or Red Cross Lifeguard certification as well as LSS Society and Red Cross Instructors certifications
- Ability to respect and maintain participant confidentiality

Head Cook (1 position)

The successful candidate is responsible for the effective operation of the kitchen, supervision of the kitchen staff and preparation of all meals

- Grade 12 or equivalent
- Completion of food handler certificate
- One to three years' experience in a supervisory capacity
- Experience in large quantity cooking
- Experience providing culturally diverse food for large groups

Assistant Cook (1 position)

The successful candidate is responsible for assisting the cook with their duties and is in charge in the cooks absence

- Grade 12 or equivalent
- Six months experience working in a kitchen
- Ability to work collaboratively
- Experience providing culturally diverse food for large groups

Baker (2 positions)

The successful candidate will complete all baking for the kitchen including desserts.
The candidate will be responsible for all desserts.

- Grade 10 or equivalent
- Some experience working with food
- Ability to work co-operatively
- Ability to maintain a positive attitude



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Kitchen Assistant (2 positions)

The successful candidate helps to prepare meals, works on the counter during meals to assist with serving up and helps with dishwashing and cleaning

- Grade 10 education
- Some experience working with food
- Ability to work collaboratively
- Ability to maintain positive approach

Kitchen Assistant/Dishwasher (2 positions)

The successful candidate will complete dishwashing and clean up. Occasionally will help to serve at the counter.

- Grade 10 education
- Some experience working with food or in cleaning
- Ability to work collaboratively
- Ability to maintain a positive approach