



Variety – the Children’s Charity Ontario & Variety Village Job Posting

Position Title:	Deck Supervisor (Winter 2026)
Reports to:	Coordinator, Aquatics & Leadership Programs
Job Type:	On Call, Part-Time
Hours:	Varies (Weekday Evenings, Weekend Mornings/Afternoons)
Location:	Variety Village, Scarborough ON
Rate:	\$23.25 per hour

Who we are:

Located in southwestern Scarborough, Ontario, Variety Village is an inclusive, adaptive, and family friendly facility serving more than 30,000 individuals each year. Variety Village has had, and continues to have, a profound impact on the lives of people with disabilities and their families. Through adaptive sport and recreation programming, outreach and education, Variety promotes inclusion and healthy living through adapted physical activity.

Summary:

The Deck Supervisor at Variety Village, provides on-deck leadership and support to swim instructors to ensure high-quality, safe, and inclusive aquatic programming. This role acts as the main point of communication between staff, participants, and parents, maintaining a positive, efficient, and safety-focused environment. The Deck Supervisor must be a strong leader who can mentor instructors, assist with on-deck management, respond to incidents, and ensure that programs meet Variety Village and Lifesaving Society standards.

Responsibilities include, but are not limited to:

- Provide on-deck supervision during swim lessons and recreational swim programs.
- Support instructors by ensuring lessons are taught according to Lifesaving Society standards and Variety Village program expectations.
- Communicate effectively with parents/guardians regarding student progress, concerns, and updates.
- Assist with managing attendance, deck schedules, and program logistics.
- Maintain safety and cleanliness on the pool deck and in surrounding areas.
- Mentor and support staff by providing ongoing feedback and guidance.
- Assist with staff training, evaluations, and in-service sessions.
- Ensure that all aquatic policies, procedures, and safety regulations are followed.
- Maintain current instructional awards in accordance with departmental policies and procedures.
- Complete weekly evaluations and review report cards at the end of the session.
- Be familiar and practiced with the Variety Village aquatic emergency procedures.
- Perform additional duties as assigned.

**Qualifications and Key Competencies:**

- Be eligible to work in Canada.
- Be at least 15 years of age.
- Current Standard First Aid and CPR-C certified.
- Current Swim Instructor (required) and Lifesaving Instructor (preferred) certifications.
- National Lifeguard certification.
- Minimum 2 years experience in aquatic programming,
- Strong leadership, problem solving skills and communication skills
- Professionalism, reliability, and dependability.

Interested applicants should submit their cover letter and resume to the email below by **December 26, 2025**. Please note that selected applicants will be required to participate in a multi-step interview process. A criminal check will also be required.

humanresources@varietyontario.ca

Applicants should be prepared to participate in a multi-step interview process that will include an in-water interview. During the in-water interview you will be required to demonstrate swimming skills, rescue techniques or how you would teach a swimming lesson. The in-water interview is an opportunity to show you have the right abilities and confidence to handle the job.

Please note that requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the requirements outlined in the job posting. Applicants should make their requirements known when contacted.

Variety is committed to building an inclusive workplace that embraces diversity, values differences, and supports the full participation of all employees. We welcome applications from those who are passionate about contributing to a workplace culture where everyone feels valued and included. We welcome applications from racialized persons/persons of colour, Indigenous persons, persons with disabilities, 2S & LGBTQIA+ persons, and anyone who can add to the diversity of our team. We offer accommodation to applicants with disabilities throughout our hiring process, upon request.

We thank all applicants in advance and advise that only those selected for an interview will be contacted.

For more information visit www.varietylvillage.ca