



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

Position Title:	Swim Instructor (Winter 2026)
Reports to:	Coordinator, Aquatics & Leadership Programs
Job Type:	Part-time
Hours:	Varies (Weekday Evenings, Weekend Mornings/Afternoons)
Location:	Variety Village, Scarborough ON
Rate:	\$22.50 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 Swim Instructor at Variety Village, will provide direct leadership, instruction and motivation in helping our swim program achieve and surpass Lifesaving Society and Variety Village standards.

Responsibilities include, but are not limited to:

- Instruct swimming lessons in accordance with Lifesaving Society (LSS) program standards.
- Maintain current instructional awards in accordance with departmental policies and procedures.
- Complete weekly evaluations and submit a final report card for every participant at the end of each session.
- Prepare a core plan along with daily lesson plans for all assigned instructional programs.
- Be familiar and practiced with the Variety Village aquatic emergency procedures.
- Perform other related aquatic 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 Lifesaving Society Swim Instructor (required) and Lifesaving Society Instructor (preferred) certifications.
- Current Bronze Cross or National Lifeguard certification (preferred).
- 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