



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

Position Title:	Camp Instructor
Reports to:	Camp Supervisor, Program Coordinator
Job Type:	Temporary Contract, Summer
Hours:	35 hours per week
Location:	Variety Village, Scarborough ON
Rate:	\$18.00-18.50 per hour based on experience and qualifications

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 Camp Instructor provides 1:1 or group support to campers in integrated day camps, helping them safely engage in inclusive recreational and physical activities. They assist with implementing activity plans created by Head Instructors, use positive behaviour and adaptive strategies, support transitions, and ensure camper safety. With an understanding of disabilities and behaviour support, support staff help manage group dynamics and collaborate with camp staff to meet individual needs and foster a positive, inclusive environment.

Responsibilities include, but are not limited to:

- Create and foster a fun, engaging, and safe environment for camp participants.
- Implement lesson plans developed by the Head Instructor.
- Assist Head Instructors in evaluating sport-specific skills.
- Lead groups through activities in an organized, inclusive, and energetic manner that keeps participants active.
- Respond confidently and appropriately to emergency situations, including providing first aid and supervising groups as required.
- Support 1:1 campers who require additional assistance to successfully integrate into the camp environment.
- Provide excellent customer service to families and caregivers.
- Perform all duties in accordance with health and safety standards.
- Maintain familiarity with facility operations and program schedules to address parent/guardian questions and concerns.
- Attend weekly staff meetings to share observations, discuss camper needs, and collaborate on planning and support strategies.
- Adhere to all Variety Village policies and procedures, including CPI and Plan to Protect.
- Participate in required Variety Village training sessions.
- Perform other duties as assigned to support departmental and organizational needs.

**Qualifications and Key Competencies:**

- Valid certification in Standard First Aid with CPR-C.
- Strong interpersonal and verbal communication skills.
- Responsible, dependable, punctual, and reliable.
- Demonstrated leadership abilities.
- Positive, proactive approach to work.
- Creative, flexible, and quick-thinking in dynamic environments.
- Comfortable working with individuals of all abilities; previous experience working with individuals with disabilities is a strong asset.

Interested applicants must complete an Application Form by **January 30, 2026**. Please note that selected applicants will be required to participate in a multi-step interview process. A criminal check will also be required.

Application Form: <https://forms.gle/UEuNP5Xrw5H6nroD9>

Variety Village 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.

Vacancy and AI Disclosure:

This position is a current, active vacancy. We are actively recruiting to fill this role.

Variety Village does not use artificial intelligence (AI) in any part of our recruitment or hiring process. All applications, interviews, and notes are reviewed and conducted by our recruitment team.

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