



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

Position Title:	1:1 Support Staff
Reports to:	1:1 Supervisor
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 1:1 Support Staff provides individualized support to campers with additional needs at Variety Village’s summer day camps. Under the guidance of the 1:1 Supervisor, staff assist with physical, behavioral, and developmental needs, help implement safe and inclusive activities, and collaborate with camp staff to adapt programming for all participants. Each staff member is typically assigned an individual camper to support throughout camp programs, ensuring a positive, engaging, and supportive experience for every participant.

Responsibilities include, but are not limited to:

- Provide creative adaptations, modifications, or alternative options for participants when needed and as appropriate, while simultaneously adhering to Variety Village’s policies and procedures.
- Foster an inclusive environment for all program participants.
- Communicate with parents/guardians to determine support needs and provide daily updates.
- Report on success and challenges of the program, including recommendations for the future, to supervisors.
- Utilize emotional regulation, visual schedules and aids, positive behavior support strategies, and other tools when needed to support campers in the enjoyment and successful participation of day-to-day camp activities.
- Maintain confidentiality of all participant information.
- Administer care in emergency and first aid incidents, exercising sound judgement and leadership, deferring to supervisors where appropriate.
- Other duties as assigned to support departmental and organizational needs.



Qualifications and Key Competencies:

- Valid certification in CPR-C, First Aid, AED required.
- Strong interpersonal skills.
- Responsible and dependable.
- Excellent verbal communication skills.
- Demonstrated leadership abilities.
- Punctual and reliable.
- Positive, proactive approach to work.
- Creative, flexible, & fast thinking.
- Comfortable working with people of all abilities; previous experience working with individuals with disabilities is a strong asset.
- NLS & LSS Instructor certifications are an asset.

Interested applicants must complete an Application Form by **May 20, 2026**. Please note that selected applicants will be required to participate in a multi-step interview process. A criminal check will also be required.

How to Apply:

Expressions of Interest should include a resume and cover letter addressed to Human Resources at humanresources@varietyontario.ca

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.varietyvillage.ca