

**Key Details:**

Job Title: Lead Program Instructor

Type: On-Call/Part-Time Contract.

Location: 3701 Danforth Avenue, Scarborough, ON M1N 2G2. This is a fully on-site position.

Rate: \$19.50 per hour

Deadline: Submission of Online Application Form and a scheduled group interview time must be completed no later than August 14th, 2026.

Reports to: Program Coordinators

Vacancy: This is a position to be filled.

AI Disclosure: Variety does not use artificial intelligence or automated tools to screen, assess, or make hiring decisions. All applications are reviewed by our hiring team.

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.

About Us:**VARIETY GROUP OF COMPANIES OVERVIEW**

There are three companies that make up the Variety Group of Companies (Variety):

- Variety - the Children's Charity (Ontario)
- Variety Village
- Variety Club of Ontario – Tent 28

Variety - the Children's Charity (Ontario) supports programming for children with a disability at Variety Village and throughout the province. Variety programming is inclusive and powered by sport, transforming the lives of individuals and families, while creating more inclusive communities across Ontario.

Variety -the Children's Charity (Ontario) is funded through individual donors, corporate sponsorship, fundraising activities, federal and provincial governments, and foundations.

Variety - the Children's Charity (Ontario) is part of an international charity that has been in operation since 1928. The charity began in Pittsburgh and spread throughout the United States. The chapter in Ontario was the first chapter outside the United States and is now one of the 5 Variety Chapters in Canada. It was founded in 1945, and the original mission of the charity was to build a school for boys with a disability who could not receive an education in the mainstream school system. The school was called Variety Village. Variety Village operated as a school until it became a centre of para-sport excellence.

Since the 1970s, Variety athletes and coaches have represented Canada at every summer Paralympic games. Currently, Variety Village is a 170,000 square foot facility and operates as a fitness centre for the general community as well as offering programs, training and camps for children of all ages and abilities.

Vision Statement:

“A Welcoming Community and World-Renowned Facility that Empowers All.”

Mission Statement:

“As a Charity, we embrace a people first philosophy, prioritizing inclusivity and support for all. Our Mission is to empower individuals to connect, thrive, and achieve their personal bests.”

Values:

Inclusivity:	We host events, deliver programs, and create programs for all.
Respect:	We foster a culture of mutual and equal respect.
Trust:	We create a safe and trustworthy environment for active participation and are a trusted source of expertise.
Empowerment:	We facilitate personal growth and development.

The Opportunity:

Lead Program Instructors are responsible for the planning, coordination, and delivery of integrated programs for individuals of diverse abilities. The successful candidate will create safe, engaging, and inclusive learning experiences that support the unique needs of each participant while promoting physical activity, skill development, confidence, and teamwork.

The Lead Program Instructor will provide leadership and guidance to Program Instructors, support consistent program delivery, promote meaningful participation, and encourage skill progression within the assigned program pathway.

Key Areas of Responsibility:

- Plan, develop, and implement inclusive programs and activities for participants within assigned program areas.

- Oversee, organize, and coordinate program delivery to ensure activities are safe, engaging, and aligned with program objectives.
- Ensure the safety and well-being of all participants throughout program activities.
- Communicate with parents, caregivers, and/or guardians regarding participant experiences, program updates, and concerns as required, following appropriate communication practices.
- Provide leadership, direction, and support to Program Instructors within assigned programs, including delegating tasks, supporting program facilitation, and mentoring staff to enhance their skills and development.
- Lead groups through activities in an organized, inclusive, and engaging manner that promotes participation and positive experiences.
- Foster relationships among participants and encourage inclusion, teamwork, and peer connections within the facility.
- Adapt programming and activities to meet the individual needs and abilities of participants with disabilities.
- Enforce program guidelines, facility policies, and safety procedures to ensure a safe environment.
- Maintain accurate attendance records and complete incident/accident reports and other required documentation as needed.
- Respond appropriately to medical, behavioural, and customer service situations within programs, including acting as a first point of response when required.
- Address participant, member, or program-related situations independently when full-time staff are not immediately available.
- Communicate program concerns, incidents, and operational issues to Program Coordinators in a timely manner.
- Participate in seasonal in-service training sessions and ongoing staff development opportunities.
- Participate in Plan to Protect training and adhere to Variety Village policies, procedures, and safeguarding practices.
- Perform other related duties and responsibilities as assigned.

Key Competencies:

- Minimum age of 15 years old and legally eligible to work in Canada.
- High school diploma or post-secondary education in Kinesiology, Recreation, Physical Education, Education, or a related field is considered an asset.
- Valid National Lifeguard – Pool certification and Standard First Aid/Intermediate First Aid certification required.
- Additional first aid certifications such as Airway Management or Basic Life Support are considered an asset.
- HIGH FIVE® Principles of Healthy Child Development and/or Crisis Prevention Intervention (CPI) certification is considered an asset.

- Previous experience working with individuals with disabilities and/or behavioural support needs in a variety of settings.
- Strong understanding of program adaptations, inclusive practices, and behaviour management strategies.
- Experience leading, mentoring, or supporting staff and volunteers is considered an asset.
- Strong leadership, communication, problem-solving, and interpersonal skills.
- Strong organization, planning, collaboration, and teamwork skills.
- Knowledge and understanding of Variety Village programs, services, and facility operations is considered an asset.
- Experience working with customers, members, participants, or the public.
- Ability to work independently, make decisions, and manage situations with minimal supervision.
- Ability to work flexible hours, including evenings, weekends, and holidays as required.

How to Apply:

Interested applicants must complete an Online Application Form by August 14, 2026.

Online [Application](#) Form

Selected applicants will be required to complete the recruitment process, including any applicable assessments, and provide a satisfactory Criminal Record Check as a condition of employment.

Variety Village is committed to providing an inclusive and accessible recruitment process. Accommodation requests can be made at any stage of the recruitment process, provided the applicant meets the qualifications and requirements outlined in the job posting. Applicants are encouraged to communicate their accommodation needs when contacted.

We thank all applicants for their interest. Please note that only candidates selected for an interview will be contacted.

For more information, please visit: www.varietylvillage.ca