

**Key Details:**

**Job Title:** Swim Instructor

**Type:** On-Call/Part-Time Contract.

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

**Rate:** \$22.50 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:** Coordinator, Aquatics & Leadership Programs

**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:**

The Swim Instructor at Variety Village provides direct leadership, instruction, and motivation to participants while delivering safe, inclusive, and engaging aquatic programming that meets or exceeds Lifesaving Society and Variety Village standards.

**Key Areas of Responsibility:**

- Deliver swimming lessons in accordance with Lifesaving Society (LSS) program standards and guidelines.
- Maintain all required current certifications and instructional awards in compliance with departmental policies and procedures.
- Complete weekly participant evaluations and provide a final report card for each participant at the conclusion of every session.

- Develop and maintain core lesson plans and daily instructional plans for all assigned aquatic programs.
- Maintain knowledge of and demonstrate proficiency with Variety Village aquatic emergency procedures.
- Ensure a safe, inclusive, and positive learning environment for all participants.
- Provide feedback and support to participants while adapting instruction to meet individual abilities and needs.
- Perform other related aquatic duties and responsibilities as assigned.

### **Key Competencies:**

- Minimum age of 15 years old and legally eligible to work in Canada.
- 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.
- Current Lifesaving Society Swim Instructor certification is required; Lifesaving Society Instructor certification is preferred.
- Current Bronze Cross or National Lifeguard certification is considered an asset.
- Previous experience and/or education in recreation, aquatics, sports, physical education, or education is an asset.
- Strong communication, problem-solving, and interpersonal skills.
- Ability to complete assigned tasks, maintain accurate administrative records, and demonstrate strong organizational skills.
- Ability to work a seasonal schedule, with shifts subject to change based on program needs and availability.
- Ability to work independently with minimal supervision while contributing positively as part of a team.
- Demonstrates professionalism, reliability, accountability, and dependability.

### **How to Apply:**

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

Online [Application](#) Form

Applicants should be prepared to participate in a multi-step interview process, which may include an in-water assessment. During the in-water assessment, applicants may be required to demonstrate swimming skills, rescue techniques, and/or their ability to teach a swimming lesson. This assessment provides applicants with an opportunity to demonstrate the skills, knowledge, and confidence required for the role.

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.varietyvillage.ca](http://www.varietyvillage.ca)*