

**Key Details:**

Job Title: Deck Supervisor - Weekdays

Type: On-Call/Part-Time Contract.

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

Rate: \$23.25 per hour

Deadline: Submission of cover letter and resume are due no later than August 25, 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. We offer accommodation to applicants with disabilities throughout our hiring process, upon request.

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 Deck Supervisor provides on-deck leadership, supervision, and support to Swim Instructors to ensure the delivery of safe, high-quality, and inclusive aquatic programming. This role serves as a key point of communication between instructors, participants, parents/guardians, and aquatic leadership, helping to maintain a positive, organized, and safety-focused environment.

The Deck Supervisor is a strong aquatic leader who supports instructor development, assists with daily program operations, responds to incidents, and ensures aquatic programming meets Variety Village and Lifesaving Society standards.

Key Areas of Responsibility:

- Provide on-deck supervision and leadership during swim lessons and recreational aquatic programs.
- Support Swim Instructors in delivering lessons that align with Lifesaving Society program standards, guidelines, and Variety Village expectations.
- Monitor lesson quality, participant engagement, and instructional practices while providing feedback and guidance to instructors.
- Act as a primary point of contact for participants and parents/guardians regarding program questions, progress updates, and concerns.
- Assist with daily aquatic program operations, including attendance tracking, deck schedules, instructor assignments, and program logistics.
- Maintain a safe, clean, and organized pool deck and surrounding aquatic areas.
- Mentor, coach, and support Swim Instructors through ongoing feedback and professional development.
- Assist with staff onboarding, training, evaluations, and in-service sessions as required.
- Ensure compliance with aquatic policies, procedures, safety standards, and emergency protocols.
- Maintain required aquatic certifications and instructional awards in accordance with departmental policies and procedures.
- Complete and review participant evaluations and report cards to ensure quality and consistency of programming.
- Demonstrate knowledge of and proficiency with Variety Village aquatic emergency procedures.
- Respond appropriately to safety concerns, incidents, and emergency situations.
- Perform other related aquatic duties and responsibilities as assigned.

Key Competencies

- Minimum age of 15 years old and legally eligible to work in Canada.
- 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 Swim Instructor (required) and Lifesaving Instructor (preferred) certifications.
- National Lifeguard certification.
- Minimum 2 years of experience working in aquatic programming.
- Previous leadership, mentoring, or supervisory experience in an aquatic environment is considered an asset.
- Strong leadership, communication, and problem-solving skills.
- Ability to provide direction, feedback, and support to staff in a positive and professional manner.
- Strong organization skills with the ability to manage multiple priorities in a fast-paced environment.
- Ability to work independently while contributing positively as part of an aquatic team.
- Ability to work a seasonal schedule, including evenings, weekends, and holidays as required.
- Demonstrates professionalism, reliability, accountability, and dependability.

How to Apply:

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

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.varietylvillage.ca