

Job Title: Summer Camp Leader



Department: Athletics / Summer Programs

Reports To: Athletic Team

Employment Status: Full-Time Seasonal

Work Schedule: Monday to Friday, 8:00 AM – 4:00 PM

Contract Period: Summer Season (dates to be confirmed)

Position Overview

The Summer Camp Leader is responsible for supporting the daily delivery of summer day camp programming by providing direct supervision, leadership, and engagement with campers. This role focuses on executing planned activities, adapting programming as needed, and responding to the energy and needs of different camper groups throughout the day. Summer Camp Leaders play a key role in creating a safe, fun, and inclusive camp experience and may be required to actively participate in aquatic activities depending on the age and needs of campers.

Key Responsibilities

Camper Supervision & Program Execution

- Support and execute daily camp activities provided by the Athletic Team, adapting programming as needed based on group size, age, weather, and camper engagement.
- Lead games, activities, and transitions in a confident and flexible manner, often making “on-the-fly” adjustments to maintain a positive camper experience.
- Supervise campers at all times, ensuring safety, inclusion, and respectful behaviour.
- Act as a positive role model and uphold ECAC standards, policies, and values.

Aquatic Responsibilities

- Support and supervise campers during aquatic activities in accordance with facility policies and safety guidelines.
- Depending on the age and skill level of campers, may be required to participate in the water alongside children to support engagement and supervision.

- Reinforce pool rules and assist aquatic staff with smooth transitions to and from swim sessions.
- Identify and report any safety concerns, incidents, or behavioural issues promptly.

Customer Service & Communication

- Provide friendly, professional customer service to campers and parents/guardians.
- Communicate relevant information, concerns, or incidents to the Athletic Team in a timely manner.

Teamwork & Professional Conduct

- Work collaboratively with other Summer Camp Leaders and ECAC staff to ensure consistent supervision and program delivery.
- Participate in required training, staff meetings, and daily briefings.
- Assist with setup, takedown, and organization of program spaces and equipment.

Administrative & Support Duties

- Complete attendance tracking and required documentation, including incident or behaviour reports.
- Support general facility expectations and assist with additional summer programming duties as assigned.

Qualifications

Required

- Current Standard First Aid & CPR-C certification.
- Strong swimming ability and comfort supervising children around water.
- Ability to commit to a full-time Monday–Friday schedule throughout the summer.

Preferred

- Previous experience working with children in a camp, recreation, childcare, or similar setting.
- Experience supporting aquatic programs, swim supervision, or youth recreation activities.

Skills & Attributes

- Adaptable and confident in fast-paced, child-centred environments.
- Strong interpersonal and communication skills.
- Enthusiastic, dependable, and able to engage children of varying ages.
- Able to make sound decisions and remain calm when supervising groups.

Work Environment & Physical Expectations

- Active day camp environment involving indoor, outdoor, and aquatic programming.
- Frequent standing, walking, bending, lifting, and participation in physical activities.
- Potential in-water participation during aquatic activities, depending on camper age and program needs.