

Position: Lifeguard/Counsellor

Position Overview: Lifeguards are responsible for maintaining a safe waterfront and supervising and engaging with campers, ensuring their safety, facilitating activities, and promoting a positive and inclusive camp atmosphere.

Reporting and Relationships: Lifeguards will work closely with other counselors and program facilitators. They report to the Head Counsellor and Waterfront Lead.

Expected Pay and Benefits:

- Weekly Pay: \$590
- Season End Performance Bonus¹: \$1200
- Room and board included (valued at \$69.40/week)
- Travel support to camp at the beginning and end of camp
- General breaks schedule will include 24 hours off each week (typically Saturdays) as well as one activity block period off daily.

Anticipated Start: June 23, 2025 **Anticipated End:** Aug 22, 2025

- Staff Training: June 23rd - July 4th
- Camp: July 6th - Aug 15th
- Camp closing: Aug 17th - 22nd

Key Responsibilities (include but not limited to the following):

- **Camper Experience:** Create a welcoming and inclusive environment that ensures every camper has a memorable and enjoyable camp experience.
- **Safety and Supervision:** Responsible for the physical and emotional safety of campers, actively monitoring their well-being during all activities.
- **Policy Adherence:** Familiarize yourself with and follow all camp Policies and Procedures, promoting a safe and organized camp environment.
- **Team Collaboration:** Work cooperatively with other staff members to complete tasks assigned by the Director and other designated leadership team members.
- **Lifeguard Duties:** Serve as a lifeguard during designated swim times as scheduled by the Waterfront and Program Directors, actively monitoring the safety of all participants.

Core Expectations:

- **Incident Reporting:** Promptly report any camper concerns or incidents to the appropriate designated person (Director, Assistant Director, Program Director, Medic, etc.) to ensure camper safety and well-being.
- **Time Management:** Utilize effective time management skills to maintain a schedule and ensure timely attendance at all assigned swim sessions and activities.

- **Camper Awareness:** Maintain constant awareness of the location of all campers in your care, especially during swim sessions, to ensure their safety.
- **Engagement and Interaction:** Create opportunities to engage with campers, building rapport and fostering a sense of community within the camp.
- **Activity Guidance:** Support and guide campers in participating in sessions, events, and all camp activities, helping them to feel included and valued.
- **Supervising Waterfront Activities:** Act as a lifeguard during designated swim/boat sessions, ensuring that the correct ratios of lifeguards to campers are maintained at all times for optimal safety.
- **Instructional Support:** Assist in canoe instruction and other waterfront activities as needed, promoting safety and enjoyment.
- **Documentation:** Complete all required documentation and reports in a timely manner, ensuring accurate record-keeping of incidents and activities.
- **Equipment Maintenance:** Regularly inspect and ensure that all waterfront equipment is in good condition and easily accessible during waterfront sessions.
- **Policy Enforcement:** Follow and enforce all waterfront policies and procedures as outlined in the staff manual, contributing to a safe environment for all campers.

Qualifications:

- **18+ years old.**
- **Enrolled as a student.**
- **Certification:** Must hold a valid lifeguard certification and any additional training required for waterfront activities, such as First Aid and CPR.
- **Risk Assessment:** A Police Check with Vulnerable Sector Screening is required for this position.
- **Experience:** Previous experience working with children or youth in a camp or educational setting is preferred.
- **Skills:** Strong communication, leadership, and problem-solving skills. Ability to maintain a positive attitude in a dynamic environment.
- **Team Player:** Ability to work effectively as part of a team while also taking initiative when needed.
- **Adaptability:** Flexible and open to changing circumstances, with a willingness to participate in various camp activities.

About Rainbow Camp:

Rainbow Camp provides a safe, empowering, and fun place, in nature, where 2SLGBTQ+ and allied youth can explore their gender identities, freely express themselves, and form new friendships in a supportive and caring environment.

Our Core Values:

- **Inclusivity:** Make every camper feel welcomed, seen, and validated, respectful of their gender identity or sexual orientation. We strive to create an environment where campers feel secure and supported to be themselves. (Our staff complement are role models of this value.)
- **Diversity:** We respect and celebrate the full spectrum of identities within the 2SLGBTQ+ community and allies as they emerge and evolve.

- **Joy:** We believe that summer camp should be a fun and memorable experience for all. We provide activities and opportunities for campers to explore their interests and build new skills.
- **Self Expression:** We encourage self-discovery and growth of authentic selves, and the confidence and tools to express themselves, at camp and once they return home.
- **Community:** We cultivate an accepting, supportive community where campers can find acceptance and form new and lifelong friendships. Supporting campers by giving them the tools to be more engaged in their home communities.
- **Inspiration:** We aim to inspire campers to be confident in who they are, and speak up for themselves in their families and communities. We also want to inspire our campers to make positive change in the world around them when they are ready to.
- **Education:** Providing educational programming with measurable learning objectives, that foster understanding and acceptance of the 2SLGBTQ+ community is core to our purpose. We believe that the educational approach is key to breaking down barriers and creating a more inclusive society.

To Apply: No cover letter or resume necessary; Apply online at rainbowcamp.campbrainstaff.com

¹: Performance bonus is entirely at the discretion of WFA. Factors in the evaluation include but are not limited to completing the season, work performance, and helping with all tasks related to preparing the camp for closure at the end