Easter Seals Ontario
Helping Kids with Physical Disabilities Succeed

EASTER SEALS ONTARIO - RECREATION DEPARTMENT
JOB DESCRIPTION

Boating Head

Number of Positions: 1
Reports To: Waterfront Coordinator
Location: Camp Merrywood (Perth, ON)
Employment Dates and Compensation:
May 30, 2027 – August 31, 2027. $145.00/day + meals and accommodation

At Easter Seals Ontario, we provide overnight camping opportunities for kids and young adults with physical disabilities. Each summer, we welcome staff from all over the world and pride ourselves on providing an outstanding pre-camp training experience, ensuring our staff are equipped with the skills and confidence needed to deliver a safe, inclusive, and empowering camper experience. Our camps make many traditional summer camp activities accessible and inclusive including swimming, boating, archery, high ropes, and more! Check out our website to learn more about our locations in Perth, Ontario, and London, Ontario.

Reporting to the Waterfront Coordinator, the Boating Head oversees the day-to-day operation of all boating programs at Camp Merrywood, including canoeing, kayaking, and sailing. This role provides guidance and support to the boating staff team, ensures that all waterfront safety standards are met, and assists in maintaining boating equipment and implementing risk management procedures.

Summary of Essential Job Functions

- Support the Waterfront Coordinator in the day-to-day operation of all boating activities, including canoeing, kayaking, and sailing, ensuring programs are safe, inclusive, and enjoyable for campers of all abilities.
- Actively lifeguard all boating sessions and provide on-water supervision in compliance with the camp's Risk Management Plan and Ontario Camping Association (OCA) standards.
- Develop and facilitate boating activities that align with Easter Seals Ontario's goals and objectives, adapting programs to meet the needs and comfort levels of individual campers.
- Provide guidance and on-deck support to Boating Programmers as needed, assisting with program delivery, camper transitions, or adaptive modifications to enhance participation and safety.
- Conduct daily safety inspections of all boats, paddles, sails, rescue gear, and personal flotation devices (PFDs), ensuring all equipment is in good working condition and properly stored.
- Assist the Waterfront Coordinator in training boating staff on equipment use, rescue procedures, and adaptive boating methods to support campers with a range of physical abilities.
- Participate in waterfront safety drills and respond promptly and effectively to all water-related emergencies.

- Maintain accurate logs of boating sessions, participation, and any incidents or near-misses, and report findings to the Waterfront Coordinator.
- Prepare and lead alternative boating-related or land-based activities when weather conditions prevent on-water programming.
- Assist counsellors and healthcare staff with camper transitions to and from boats, including safe lifting, transferring, and proper use of adaptive supports and seating.
- Ensure boating areas remain clean, organized, and accessible throughout each session.
- Adhere to and support all camp policies, safety regulations, and emergency procedures as outlined in the Staff Resource Manual and Waterfront Safety Plan.
- Participate as a member of the program team in camp-wide events, evening programs, and special activities as scheduled.
- Participate in camper care including bathing, showering, brushing teeth, hair care, dressing, toileting (changing incontinence pads), feeding, lifting and transferring, and any other activities of daily living. *Personal care training will be provided during orientation
- Perform other duties as assigned by the Waterfront Coordinator or Recreation Supervisor.

Physical Aspects of the Job

- Physically capable of responding promptly and effectively to emergencies requiring first aid, rescue, or evacuation, while maintaining composure and sound judgment.
- Must possess the strength, coordination, and endurance necessary to provide constant supervision in a waterfront environment and assist with emergency procedures as required.
- Comfortable assisting campers safely into and out of canoes, kayaks, and sailboats, including lifting and transferring when necessary.
- Able to manage physical activity such as standing, bending, reaching, and lifting throughout the day, and to work in outdoor conditions with exposure to sun, heat, and varying weather.
- Must be able to safely lift and transfer campers or equipment, often exceeding 25 kg, using proper techniques and with team support as needed.

Minimum Requirements

Minimum age: 18 years

- Current National Lifeguard (NLS) certification required.
- Standard First Aid/CPR-C certification required prior to the start of the camp season.
- Demonstrated experience and confidence in canoeing and/or kayaking; sailing experience considered an asset.
- Must obtain a Pleasure Craft Operator Card (boating licence) prior to or upon hiring (training support provided if needed).
- ORCKA certification or equivalent paddling instruction credentials considered an asset.
- Previous experience working in a camp or outdoor recreation setting preferred.
- Strong communication and teamwork skills, with the ability to adapt activities for campers with physical disabilities.
- Must provide clear background check completed within 1 year of the start date of the contract.

Other Considerations:

- Easter Seals Ontario camps are fully accessible and provide camping experiences to kids and young adults with disabilities.

- It is recommended that all staff be fully vaccinated against communicable illnesses including Covid19 and Measles. Easter Seals Ontario staff will follow the health and safety recommendations provided by Provincial and Regional Health Units.
- Model active participation in camp life by engaging in activities where possible, while balancing leadership responsibilities and program oversight.
- Onsite housing provided for camping season; meals provided during camp sessions.
- June – August up to eight-day work period, 24 hours/day on call with scheduled breaks throughout the session and a minimum of 3 days off between sessions.

Easter Seals Ontario welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process. Easter Seals Ontario fosters an environment of inclusivity, empowerment, and safety for participants and staff alike. Easter Seals Ontario is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions are based on job requirements and individual qualifications, without regard to race, colour, religion or belief, national, social or ethnic origin, sex, age, physical, mental or sensory ability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws of Ontario.