EASTER SEALS ONTARIO - RECREATION DEPARTMENT
JOB DESCRIPTION

Boating Programmer

Number of Positions: 2
Reports to: Boating Head
Location: Camp Merrywood (Perth, ON)
Employment Dates and Compensation:
June 4, 2027 – August 30, 2027. $115.00 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, so our staff are equipped with all the skills they need to give our campers a great experience. Our camps make many traditional summer camp activities accessible and inclusive, such as 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 Boating Head, the Boating Programmer leads and supervises inclusive canoeing, kayaking, and sailing sessions, adapting activities to meet the needs and abilities of all campers. They are responsible for maintaining boating equipment, ensuring safe storage, and completing required documentation throughout the season.

Summary of Essential Job Functions

- Develop and implement boating program goals that align with Easter Seals Ontario's mission and camp objectives, ensuring activities are inclusive, engaging, and support camper growth, confidence, and participation on the water.
- Assist in teaching fundamental boating skills such as paddling, rigging, steering, and safety techniques to staff and campers.
- Provide alternative or land-based boating-related programming during inclement weather to maintain camper engagement.
- Work with the program and waterfront teams to plan and deliver special boating events (e.g., Water Regatta, themed races, group paddles).
- Support boating equipment readiness by inspecting boats, paddles, PFDs, and adaptive gear before and after use.
- Follow and uphold the camp's risk management plan within assigned boating area including canoeing, kayaking, sailing, or other watercraft to ensure safety standards, emergency procedures, and camper well-being are always maintained.
- Practice waterfront safety drills in conjunction with the other waterfront staff.
- Complete an inventory of boating equipment and supplies at the start and end of the season, maintaining accurate records and reporting any discrepancies to the Waterfront Coordinator.

- Maintain accurate logs of boating sessions, participation, and any incidents or near-misses, and report findings to the Waterfront Coordinator Orient staff and campers to boating safety protocols, rules, and emergency procedures relevant to their assigned watercraft, ensuring everyone is confident and prepared before participating.
- Maintain proper care and storage of all boating equipment, including canoes, kayaks, sailboats, and safety gear. Report any maintenance needs or repairs promptly to the Site Manager.
- Support counsellors in safely assisting campers into and out of all watercrafts, using proper lifting and transferring techniques and ensuring dignity and safety throughout the process.
- Adhere to and support all camp policies, procedures and guidelines as detailed in the Staff Resource Manual.
- Participate actively as part of the program team to support evening programs, special events, and all-camp activities, contributing to a positive and inclusive camp culture.
- 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 any other duties as assigned by the Waterfront Coordinator.

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 (NL) or Bronze Cross certification required. *Training can be provided in some situations.
- Standard First Aid/CPR-C certification required prior to the start of the camp season.
- Kayak, sailing, and canoe experience required.
- May be required to obtain the Pleasure Boat Operators Card. ORCKA certification an asset.
- Previous camp experience an asset.
- Strong communication and teamwork skills.
- 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 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.