Helping Kids with Physical Disabilities Succeed

EASTER SEALS ONTARIO - RECREATION DEPARTMENT
JOB DESCRIPTION

Cabin Counsellor

Number of positions: Multiple
Reports to: Cabin Leader/Counselling Coordinator
Locations: Camp Merrywood (Perth, ON); Camp Woodeden (London, ON)
Employment Dates and Compensation
Daily rate: $110/day + meals and accommodation
Start Date: June 4, 2027
End Date: August 21, 2027, or August 30, 2027
*Not all Cabin Counsellors will be contracted for Family Camps.

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 awesome 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 Cabin Leaders and under the supervision of the Counselling Coordinator, Cabin Counsellors work in teams of 4-6 with a primary focus of working directly with campers, providing support, supervision, personal care and ensuring that campers are receiving a high-quality, accessible camping experience. Cabin Counsellors will actively participate in activities along with their campers. Cabin Counsellors will ensure that the cabin is kept organized, clean, and well-supplied, and are responsible for ensuring that camper clothing and belongings are kept well organized.

Summary of Essential Job Functions

- In collaboration with the cabin team, provide safe and respectful support with daily living activities. This includes assisting with personal hygiene (such as bathing, showering, tooth and hair care), toileting (including changing briefs, incontinence pads), dressing, feeding, and safe lifting and transferring, as well as other essential care tasks as needed. ***Personal care training will be provided during orientation**
- Serve as a positive role model for campers and staff by demonstrating professionalism, empathy, and inclusivity.
- Remain flexible and adaptable to changing camper needs, schedules, and camp priorities, taking initiative where needed.
- Maintain a high level of health and safety awareness, promptly reporting environmental or behavioural risks to leadership.
- Facilitate social interactions and support peer connections within the cabin and during programming.

- Ensure adaptive equipment, personal care supplies, and camper belongings are organized, stored safely, and accessible within the cabin environment.
- Provide emotional support to campers, helping them navigate homesickness, social challenges, or other personal needs with empathy and understanding.
- Support the integration of campers into programming by accompanying them to activities, encouraging engagement, and assisting with transitions when needed.
- Support and maintain a safe, clean, and organized cabin environment to ensure the health and well-being of campers. This includes assisting with daily tidying, maintaining sanitary conditions, and promptly reporting any required repairs or safety concerns to the Site Manager.
- Support communication with parents/guardians during camper arrival and departure by providing relevant updates, sharing observations, and answering questions related to their child's daily care and camp experience.
- Complete communication, incident, and observation reports accurately and promptly, and maintain open communication with team members and leadership to support camper needs
- Support and encourage campers to engage meaningfully in all aspects of the camp program by providing individualized assistance, adapting activities as needed, and fostering an inclusive and empowering environment.
- Foster camper independence by offering appropriate support, encouraging decision-making, and presenting meaningful choices that empower campers to participate in their own care and camp experience
- Support program staff in delivering engaging and inclusive activities by assisting with preparation, participation, and camper support within program areas.
- Follow and uphold all camp policies, procedures, and guidelines as outlined in the Staff Resource Manual, demonstrating a commitment to safety, professionalism, and the camp's values.
- Perform any other duties as assigned by the Cabin Leader or Counselling Coordinator.

Physical Aspects of the Job

- Ability to communicate and work as a member of a team.
- Ability to observe camper behaviour and apply appropriate behaviour support techniques, ensure appropriate safety regulations are being followed, and participate in emergency response procedures.
- Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.
- Able to manage lifting, some bending, stooping and stretching as well as daily exposure to the sun and heat and varying environmental conditions.
- 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

- Interest in working with children and youth.
- Experience working with people living with disabilities an asset but not required.
- Standard First Aid/CPR-C certification is preferred.
- 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 such as 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.