Helping Kids with Physical Disabilities Succeed

EASTER SEALS ONTARIO - RECREATION DEPARTMENT
JOB DESCRIPTION

Challenge Course Counsellor

Number of positions: 5
Reports to: Challenge Course Head
Location: Camp Woodeden (London, 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 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 directly to the Challenge Course Head, the Challenge Course Counsellors are responsible for facilitating a high quality, accessible high ropes, giant swing, climbing wall, and rainy-day backup program. Challenge Course Counsellors work as a team to provide appropriate supervision for Challenge Course programs, ensure that the course elements are cleaned and well maintained and meets relevant Ontario Camps Association and legislative guidelines/regulations.

Summary of Essential Job Functions

- Design and deliver inclusive challenge course programming that aligns with Easter Seals Ontario's camp philosophy and empowers campers of all abilities to participate meaningfully and confidently. **Training will be provided onsite during orientation period.**
- Implement and uphold the challenge course risk management plan, ensuring all procedures meet OCA standards and all safety protocols are consistently followed.
- Conduct daily pre-use inspections of all ropes, helmets, harnesses, pulleys, and hardware to ensure equipment integrity and safety.
- Assist with seasonal setup and takedown of challenge course elements where appropriate and safe.
- Role model enthusiasm, encouragement, and patience, helping create a fun, confidence-building culture around the challenge course.
- Use positive behaviour support strategies to help campers manage nerves, fear, or frustration while on course.
- Collaborate with the program team to create adaptive high ropes, rock wall, and big swing experiences tailored to the unique strengths, needs, and comfort levels of each camper.
- Prepare engaging and developmentally appropriate alternative activities for days when the challenge course cannot operate due to weather or safety concerns.

- Complete thorough equipment inventories at the start and end of the season, ensuring all harnesses, helmets, ropes, belay systems, and associated gear are accounted for and in safe working order.
- Train and familiarise staff with the challenge course, including safety rules, procedures, communication systems, and emergency response expectations.
- Maintain a clean, organized, and hazard-free program area, and conduct routine equipment checks. Promptly report any maintenance concerns or damaged equipment to the Site Manager.
- Document and report any incidents or near-misses immediately to the Healthcare Team, following established reporting procedures and timelines.
- Ensure timely and accurate completion of all required paperwork, including program logs, equipment checks, and safety reports.
- Assist with safe lifting, positioning, or transferring of campers when needed for accessing course elements, using proper techniques learned during pre-camp training and always working with support staff as appropriate.
- Participate as a member of the program staff team to deliver and supervise evening programs, special events, overnight, and other all-camp activities.
- 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. *Training provided
- Perform any other duties as assigned by the Program Coordinator of Challenge Course Head.

Physical Aspects of the Job

- Ability to communicate and work with groups and provide necessary instruction to campers and staff.
- Ability to observe camper and staff behaviour and apply appropriate behaviour support techniques, ensure safety regulations are followed, and execute emergency procedures.
- Must possess the strength, coordination, and endurance necessary to provide constant supervision in a high-risk environment.
- 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.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
- Able to manage lifting, 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

- **Appropriate challenge course training will be provided by Easter Seals Ontario through Challenges Unlimited**, however previous ropes experience is an asset.
- Strong communication and teamwork skills, safety conscious.
- Standard First Aid/CPR-C is an asset.
- 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 camp activities,
- 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.