EASTER SEALS ONTARIO - RECREATION DEPARTMENT
JOB DESCRIPTION

Challenge Course Head

Number of Positions: 1
Reports To: Recreation Supervisor
Location: Camp Woodeden (London, 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, 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 Recreation Supervisor and working closely with the Program Coordinator, the Challenger Course Head is responsible for all aspects of the Challenge Course program, including supporting the Challenge Course Counsellors, maintaining high ropes, giant swing, and climbing wall equipment, ensuring that all programs are meeting risk management and legislative standards and delivering an exceptional, camper-focused experience. Certification and in-depth training paid for and provided during pre-camp orientation.

Summary of Essential Job Functions

- Contribute to planning and delivering a safe, inclusive, camper-centered program culture across the Challenge Course area.
- Orient counselling and program staff to the high ropes, rock wall, and big swing, ensuring all equipment is used safely and according to standards.
- In collaboration with the Recreation Supervisor and Program Coordinator, communicate and enforce the Challenge Course Risk Management Plan with staff and campers.
- Be familiar with OCA standards and Challenges Unlimited guidelines related to the safe operation of a challenge course.
- Develop program goals that support Easter Seals Ontario's mission and enhance camper confidence, independence, and skill-building.
- 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.

- Oversee all Challenge Course equipment, including routine inspections, inventory, documentation, and identifying equipment that requires repair or retirement.
- Support the Ropes Team by meeting regularly, offering guidance, identifying additional training needs, and monitoring team well-being throughout the season.
- Ensure all Challenge Course programs are engaging, developmentally appropriate, and adaptable for campers with diverse abilities.
- Conduct ongoing evaluations of Challenge Course programming to assess effectiveness, safety, and camper engagement.
- Proactively identify safety concerns, program challenges, or environmental hazards, and implement solutions promptly.
- Remain visible and accessible during program times, assisting with other camp activities or cabin support as needed.
- Provide a clear orientation for all staff on rules, safety expectations, emergency procedures, and operational protocols for the Challenge Course.
- Conduct a daily checks and reports of the program area and equipment for safety, cleanliness, and good repair.
- Clean challenge course area daily keeping it free of hazards and debris.
- Ensure challenge course site is secure at the end of each day.
- Report any concerns to the Site Manager or Recreation Supervisor.
- Ensure proper completion and timely submission of all reports.
- Adhere to and support all camp policies and procedures as detailed in the Camp Resource Manual, Risk Management plan, and OCA Standards for Ropes 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. *Personal care training will be provided during orientation
- Perform any other duties as assigned by the Recreation Supervisor.

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: 19 years old

- CUI Level II Challenge Course Practitioner or equivalent is required; however, **this training will be provided to the candidate at to camp.**
- Experience with top rope climbing, static courses, giant swing, and/or climbing wall.
- 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.
- Well organized, self-starter, and safety conscious.
- Standard First Aid/CPR-C is required prior to the start of the camp season.
- 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.