Helping Kids with Physical Disabilities Succeed

EASTER SEALS ONTARIO - RECREATION DEPARTMENT
JOB DESCRIPTION

Pool Counsellor - Lifeguard

Number of positions: 4
Reports to: Pool Head
Locations: Camp Merrywood (Perth, ON); 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 to the Pool Head, the Pool Counsellor - Lifeguard is responsible for designing and facilitating a high quality, accessible pool, and rainy-day backup, programs. Pool Counsellors work as a team to provide appropriate supervision for pool programs, ensure that the pool is cleaned and well maintained and meets relevant Ontario Camps Association and legislative guidelines and regulations.

Summary of Essential Job Functions

- Plan and deliver creative, inclusive, and engaging pool programming that aligns with Easter Seals Ontario's mission and supports meaningful participation, choice, and enjoyment for campers with diverse abilities.
- Encourage camper confidence in the water by promoting skill-building in a safe, supportive, and fun environment.
- Support cabin-based programs at the pool (group swims, choice times) and collaborate with cabin staff to ensure smooth transitions and camper safety.
- Lifeguard the pool during swim periods and assist with coverage for other waterfront activities as scheduled.
- Follow and actively uphold all pool and waterfront safety procedures, including the site-specific Risk Management Plan, always ensuring safe supervision.
- Follow all pool and waterfront safety protocols, including supervision ratios, scanning, and rotation procedures.
- Participate in regular pool and waterfront emergency drills to maintain strong readiness for water-related safety situations.
- Prepare accessible and engaging alternate activities when the pool is closed due to weather or operational needs.

- Demonstrate a strong understanding of aquatic regulations, including OCA standards and Ontario Regulations 503/17 (Recreational Camps) and 494/17 (Public Pools), and apply these consistently in day-to-day operations.
- Complete routine pool safety and maintenance checks, including water chemistry testing, temperature monitoring, and documenting results accurately as required.
- Ensure the pool deck and equipment are clean, safe, and well-organized, reporting maintenance needs promptly to the Site Manager.
- Support safe camper transitions to and from the pool, assisting counsellors with transfers, mobility aids, and entry/exit procedures while promoting dignity and independence.
- Model and follow all camp policies and procedures, maintaining professionalism and consistency with the Camp Resource Manual.
- Participate as a member of the program staff team to deliver and supervise evening programs, special events 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 Pool Head, Waterfront Coordinator, or Program Coordinator.

Physical Aspects of the Job

- Ability to communicate clearly and effectively with campers, staff, and supervisors, and provide direction or instruction as needed in a pool environment.
- Ability to observe camper and staff behaviour, identify potential safety risks, and apply appropriate behaviour management, intervention, and safety techniques.
- Physical ability to respond quickly and appropriately to emergencies requiring first aid, rescue, or evacuation; must possess the strength and stamina to maintain constant supervision and assist in emergency situations.
- Sufficient visual and auditory ability to monitor the pool area, identify hazards, and respond to signs of distress or environmental changes.
- 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

- Previous lifeguarding experience required.
- 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.
- Strong leadership, communication, and team-building skills essential.
- Previous camp or recreation program experience 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 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 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.