Easter Seals Ontario
Helping Kids with Physical Disabilities Succeed

EASTER SEALS ONTARIO - RECREATION DEPARTMENT
JOB DESCRIPTION

Pool Head

Number of Positions: 2
Reports To: Camp Director (WEC) or Waterfront Coordinator (MWC)
Location: Camp Woodeden (London, ON); Camp Merrywood (Perth, ON)
Employment Dates and Compensation:
May 30, 2027 – August 31, 2027. $145/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 Camp Director (WEC) or Waterfront Coordinator (MWC), the Pool Head is responsible for all aspects of the pool program, including supporting the Pool Counsellors, maintaining pool equipment, ensuring that all programs are meeting risk management and legislative standards and delivering an immersive, camper-focused experience.

Summary of Essential Job Functions:

- Support the daily operation and supervision of all pool activities, ensuring the area runs safely, efficiently, and inclusively for all campers.
- Assist in planning and facilitating staff training and pre-camp sessions related to pool operations, lifeguard protocols, and camper safety.
- Provide ongoing coaching and leadership to the lifeguard team, fostering skill development, teamwork, and adherence to safety standards.
- Ensure strict compliance with the Risk Management Plan, Ontario Camping Association (OCA) standards, and Ontario public pool regulations.
- 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.
- Develop and deliver pool-based programming that aligns with Easter Seals Ontario's camp goals and objectives, ensuring activities are safe, engaging, and adaptable for campers with a range of physical abilities.
- Conduct daily safety inspections of the pool deck, equipment, and water quality, reporting any concerns or maintenance needs to the Site Manager or supervising staff member.

- Oversee and support lifeguards in conducting regular water safety drills (e.g., Search and Rescue, spinal injury response, and emergency procedures).
- Maintain accurate records of chemical checks, incident reports, and pool assessments, ensuring documentation is completed and submitted in a timely manner.
- Remain visible and accessible on the pool deck during swim sessions to provide leadership presence and direct supervision when necessary.
- Actively assist with camper transitions in and out of the pool area, ensuring lifts, transfers, and adaptive supports are conducted safely and respectfully.
- Participate as a member of the Program Team, assisting with camp-wide activities, evening programs, and special events as scheduled.
- Proactively identify and address potential safety or behavioural concerns, collaborating with the Waterfront Coordinator or Camp Director as appropriate.
- Adhere to all camp policies, procedures, and emergency guidelines as outlined in the Camp Resource Manual.
- 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 other pool or waterfront-related duties as assigned by the Waterfront Coordinator (MWC) or Camp Director (WEC).

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 support, 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 old

- Previous lifeguarding experience required.
- Current National Lifeguard (NLS) certification required.
- Standard First Aid/CPR-C certification required prior to the start of the camp season.
- Red Cross or Lifesaving Society Instructor certification (or equivalent) preferred.
- Pool Operator certification considered a strong asset.
- Previous camp or recreation program experience preferred.
- Safety oriented decision-making skills.
- Strong leadership, communication, and team-building skills essential.
- Ability to adapt activities for campers with physical disabilities or willingness to learn.

- Capable of lifting and transferring 15 – 25 kgs in a safe manner.

Other Considerations

- Easter Seals Ontario camps are fully accessible and provide camping experiences to kids and young adults with disabilities.
- Must provide clear background check completed within 1 year of the start date of the contract.
- 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.
- Camp staff members are required to participate fully in the camp activities, this may include swimming every day, sailing, dressing-up and working with children/youth all day.
- 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.