EASTER SEALS ONTARIO - RECREATION DEPARTMENT
JOB DESCRIPTION

Senior Counsellor

Number of Positions: Multiple
Reports To: Cabin Leader/Counselling Coordinator
Locations: Camp Woodeden (London, ON) and Camp Merrywood (Perth, ON) each require 8 Senior Counsellors
Employment Dates and Compensation
Daily rate: $120/day + meals and accommodation
Start Date: June 4, 2027
End Date: August 21, 2027, or August 30, 2027
*Not all Senior 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 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.

Senior Counsellors report to their Cabin Leader and play an important role within the cabin team. Senior Counsellors bring previous relevant experience, which may include working at an Easter Seals camp or other accessible recreation program, providing personal care, and/or supporting vulnerable populations in an experiential or recreational setting. Working collaboratively with their cabin team, Senior Counsellors support campers with personal care and daily living needs. This may include bathing and showering, oral and hair care, toileting and changing incontinence products, dressing, feeding, and assisting with lifts and transfers. All cabin staff are expected to provide this support in a way that promotes camper dignity, choice, and independence whenever possible while maintaining a safe, engaging, and fun camp environment.

Like all members of the cabin team, Senior Counsellors actively participate in camp programs and activities alongside campers, encouraging meaningful participation, inclusion, and engagement throughout the camp experience.

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 incontinence briefs and 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
- Assist campers with personal care needs, including bathing, showering, brushing teeth, hair care, toileting (changing incontinence briefs and pads), dressing, feeding, and lifting or transferring.
- Provide a camper-centered care experience, meeting camper preferences whenever possible and acting in alignment with the Staff Resource Manual and Easter Seals policies and procedures.
- Assist campers during mealtimes, including providing different levels of feeding support to those who require it.
- As part of the cabin team, accompany campers to programs throughout the day.
- Report care to the Cabin Leader including as it is provided and any upcoming scheduled care
- Report observed changes in camper needs or behaviour that may require follow up or assessment.
- Role model best practices when providing daily care to campers, acting as a reference for counsellors who are new to working in an accessible camp environment
- Participate in safe lifts and transfers including two person lifts, pivot transfers, and use of mechanical lifts.
- Participate in camp activities and assist campers to participate fully in the camp program as available.
- Follow proper sanitary control practices and use appropriate PPE.
- Report all incidents or accidents that occur in a timely and complete manner to the Healthcare Supervisor.
- Ensure the cabin area is sanitary and camper clothing, belongings, and equipment are clean and accounted for.
- Perform other duties as requested.

Physical Aspects of the Job
- Ability to communicate and work as a member of a team.
- Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury).
- Ability to observe camper and staff behaviour and use appropriate behaviour support techniques, always prioritizing camper safety and personal choice.
- Able to use appropriate lifting technique.
- Ability to quickly get to remote locations on camp property over uneven terrain.
- Able to manage lifting, bending, stooping, and stretching as well as daily exposure to the sun and heat and varying environmental conditions.
- Observe and report any issue impacting the health and safety of campers or staff to the Cabin Leader.
- 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 relevant camp experience (for example, experience working in accessible recreation, with vulnerable populations, and/or providing person-centered personal care).
- Must be comfortable working with children and youth and proving care in a variety of environments.

- Is committed to delivering a camp experience that prioritizes camper safety, individual choice, and program engagement.
- First Aid/CPR-C certification is recommended
- Must provide clear vulnerable sector background check completed within one 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 and meals provided on camp session days.
- 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.