



# **Rotary YMCA Camp Presqu'ile 2026 Staff Application Guide**

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## General Information

### Camp Presqu'ile Staff Team

Thanks for your interest in working at Rotary YMCA Camp Presqu'ile for Summer 2026! Camp Presqu'ile aspires to be a great workplace through an environment that embraces diversity and social inclusion, values differences, and supports full participation by all employees. We recognize the contributions of our staff through innovative practices, fair wages and growth opportunities.

Our staff work together to create fulfilling experiences for the children and families we work with. While striving to provide the best possible experiences for our campers, we are committed to supporting staff in their own development. Being a role model, demonstrating positive leadership, and showing good judgment while caring for children should be our staff's focus.

We value staff who are enthusiastic, hardworking, and committed to working cooperatively as supportive members of our community to provide the best possible experience for campers and participants.

### Application Process

Please ensure you have carefully read the job description on pages 6-10. If you find a position that aligns with your interests, level of experience, and you possess (or are willing to obtain) the required qualifications, please complete the following steps:

- **Step 1: Read** the job descriptions and choose the position(s) you wish to apply for.
- **Step 2:** Visit our website to complete our application. You will be required to submit a resume and a cover letter, in addition to providing information in the portal. You will be asked for the following information on your application:
  - Why do you think you would make a good fit for employment at Camp Presqu'ile
  - Which positions are you applying for in order of preference?
  - *Contact information*, including your **own** personal email, permanent mailing address and phone numbers at which you can be easily reached.
  - Work and Education History
  - **Qualifications that you possess and/or your plan to obtain those necessary (This is required for your application to be accepted; more information in the email)**
  - 3 References for **all** staff applicants

You will receive confirmation that your application has been submitted. If you do not see this, please ensure you have completed all steps in the online application. You will be asked to schedule an interview via Microsoft Bookings.

### Interview Dates

We will conduct all our interviews on Microsoft Teams this year. We will be conducting interviews in the week of February 9<sup>th</sup> to 20<sup>th</sup>, and as needed after that. You will be asked to select an interview through Microsoft Bookings at the time you submit your application online. We will be scheduling interviews to accommodate

school and work schedules. If you cannot make any of the interview times, please email us at [presquile@osgb.ymca.ca](mailto:presquile@osgb.ymca.ca). Interviews will be 30 minutes in length for all positions.

### Selection Process

**Candidates must be able to commit to the entire operating season contract.**

- June 15<sup>th</sup>- August 23<sup>rd</sup> for Program Director, Head Counsellors, and Head Cook
- June 22<sup>nd</sup> – August 22<sup>nd</sup> for Counselling and Support Staff

Positions may be offered to suitable applicants on an ongoing basis; applications will be dated upon receipt and will be considered accordingly. You will be informed at the end of your interview when you can expect to be notified about the position.

### Accessibility Statement

The YMCA of Owen Sound Grey Bruce values the diversity of people and communities and is committed to excellence and inclusion in our Association. We are committed to a barrier-free environment. If you require accommodation at any stage of the hiring process, please inform us in advance so we can arrange reasonable and appropriate accommodations.

### Pay Scale

At Camp Presqu'ile, the salary for all summer positions is determined by a set pay scale based on years of relevant experience and your position.

Years of Experience	Without National Lifesaving Certification	With National Lifesaving Certification
1		\$350 a week
2	\$350 a week	\$375 a week
3	\$375 a week	\$400 a week
4	\$400 a week	\$425 a week
5	\$425 a week	\$450 a week

**Job responsibilities, knowledge, and qualifications will determine wages for those with 6+ years of experience.**

Meals and accommodations are included with all employment offers – there are no deductions from your wages for these benefits.

### Minimum Age Requirements

In compliance with the Ontario Camping Association Standards for operation, **all staff are required to be 16 years of age by December 31st, 2023.** Some positions have specific age restrictions to comply with various YMCA, OCA, or government guidelines; these requirements are noted in the job descriptions.

### Housing and Time Off

All positions are residential, and days off are scheduled around our on-site program. Members of the supervisory team will set schedules for each session. If you have a



conflicting date during your contract, please inform the camp **during the interview process** so they can try to accommodate your request.

At a minimum, staff will earn one day off for every six days worked. Details about time off will be further explained during the interview process.

### **Training & Certifications**

We are committed to providing training and development opportunities for all members of our staff team. **Mandatory training occurs at the beginning of each camp season** and throughout the contract to help our staff members improve existing skills and develop new ones.

Staff will also be asked to complete several mandatory online trainings before coming to camp so that we can spend as much time as possible during training on experiential learning.

All staff are required to hold current Standard First Aid and CPR-C certifications. **All New 2026 counsellors are required to have a current National Lifesaving certification. Returning staff are encouraged to obtain their National Lifesaving Certification**, but will be allowed to work regardless. Staff who hold their National Lifesaving Certification will be paid an additional \$25/week. Courses to earn this certification are available at your local YMCA or recreation center.

### **Police Records Check**

All YMCA of Owen Sound Grey Bruce staff 18 years or older are required to complete a Vulnerable Police Records Check (VPRC) before their first day of employment. All staff under 18 years of age will be asked to sign a Declaration stating that they have not committed any crimes.

In our commitment to providing a safe and nurturing environment for our campers, all offers of staff positions, paid or volunteer, are made contingent on the YMCA receiving the original copy of a satisfactory Vulnerable PRC before the first day of the contract period. Staff will not be able to report for work without a current Vulnerable Police Records Check. As such, your original Vulnerable PRC must be submitted to the camp before your arrival. Please make sure you get extra copies made, as we will not be able to return them to you once your contract is completed.

**The PRC must be dated within 90 days of the contract start date.**

## Summer Positions

### Senior Staff Positions

#### Head Counsellors (3)

At Rotary YMCA Camp Presqu'île, Head Counsellors play a vital leadership role in creating a safe, supportive, and community-focused experience for campers and staff. Working closely with the Program Director, Head Counsellors are the first point of contact for Counsellors needing guidance, problem-solving, or support with camper care. They help ensure that each camper experiences the warm, inclusive, "Presqu'île feel" that defines our camp.

Head Counsellors support cabin groups throughout the summer by assisting with staff schedules, coaching Counsellors, helping manage challenging camper behaviours, communicating with families when needed, and facilitating smooth transitions during daily routines, program blocks, and mealtimes.

Head Counsellors bring strong skills in camp programming, outdoor activities, and youth development. They are leaders who model patience, teamwork, and compassion, fostering growth among both campers and staff.

Each Head Counsellor is assigned to a cabin section for the summer. There will be three head counsellors (Junior, Intermediate, and Senior). A head counsellor day will be split between running an activity for half of the day and working through head counsellor responsibilities for the other half. Together, this team collaborates with the program director and is overseen by the Assistant Director and Director to support staff training, day-to-day operations, behaviour support, and the overall success of their section.

#### Major Responsibilities

- Provide ongoing support, mentorship, and guidance to Counsellors within your section.
- With the Assistant Director's help, deliver weekly feedback to counsellors to support their learning and growth throughout the summer.
- Support and deliver engaging, meaningful staff training sessions that foster professional growth and excellence in camper care.
- Maintain a safe environment by upholding YMCA policies and ensuring all campers and staff feel safe, included, and cared for.
- Support Counsellors in meeting all camper needs—physical, emotional, social, medical, and nutritional—using our whole-child, community-focused approach.
- Support Counsellors working with 1:1 inclusion participants to be successful in their role.
- Support scheduling, family communication, behaviour-support planning, transitions, and mealtime coordination.
- Contribute to the overall success of camp by helping with cleaning, program setup, equipment management, and other shared responsibilities.

Position	Dates	Minimum Requirements	Preferred
Inclusion Section Head (3)	June 15th – August 25 <sup>th</sup> , 2026	Standard First Aid, CPR C, and minimum 2 years counselling experience	NLS, experience working 1:1

### **Program Director (1)**

This position is responsible for ensuring that YMCA, CQRP, and OCA standards are met in each program area. This person is responsible for consistently facilitating the delivery of fun, inclusive, and safe programming at Presqu'île. Specifically, the program director will:

- Plan and deliver special events (Presqu'île Bound and Special Day);
- Planning and execution of the daily evening program with support from the staff team
- Scheduling of program staffing for each session
- Oversee program areas, ensuring skill levels are followed and tracked
- Contribute to staff training and program resource development.
- Mentor counselling team members and provide timely and frequent feedback
- Ensure that all program equipment is in good working order
- Help develop and implement programming with the help of Counsellors in the program areas.
- Nightly meetings with the director team
- Supervision of the staff team, along with weekly feedback provided to staff
- Coverage for the staff team as needed

The successful applicant for this role will have exceptional organizational skills, have demonstrated exceptional program delivery, enjoy mentoring and coaching others and communicate well with others. The Summer Camp Director directly supports **the Program Director**.

Position	Dates	Minimum Requirements	Preferred
Program Director	June 15th – August 25 <sup>th</sup> , 2026	Standard First Aid, CPR C,	3 years counselling experience, NLS

### **Counselling Team**

Counsellors make up most of our staff and are at the heart of the camp experience for our campers. Counsellors give leadership in pairs to camper groups or 1:1 support for inclusion campers. Counsellors at Presqu'île are group leaders, lifeguards and program instructors, responsible for providing leadership in a wide variety of camp activities and skill areas.

The counselling team is divided into three levels based on the years worked at camp. Each cabin will be staffed with a J-Led, S-Led, and C. Each role comes with different expectations and responsibilities throughout the summer.

- Junior Leaders (J-Led) is a person's first year on staff as a counsellor. The junior leader will be on one-week cabin rotations and spend one week in the

- kitchen as a prep cook during the summer. J-Leds will have eight different positions during the summer.
- Senior Leader (S-Led) is a person's second year on staff as a counsellor. Sleds will move every 2 weeks to be in the same cabin for two 1-week sessions. In total, S-Leds will have four cabin placements throughout the summer.
  - Counsellor (C) is a person who has been on staff for three years or more as a counsellor. They are the leaders of a cabin Group. The C is responsible for mentoring their J-led and S-led throughout the session.

If given the opportunity to work 1:1 with an inclusion participant, staff provide the assistance, accommodation and extra supports required for a camper with specific needs to participate fully in the camp program as a member of the cabin.

Attributes of strong counsellors are enthusiasm, creative programming, independence, genuine care for others and a strong work ethic. The counselling team is supported directly by the Head Counsellors and the Senior Staff Team.

### Counsellors

Counsellors spend their summer working with our various camper programs, including 1-Week and 2-Week overnight programs as well as inclusions support and our leadership participants. In addition to the duties listed above, all counselling staff should be prepared to share duties in other areas of camp when needed (maintenance, kitchen, program etc.). **Counsellors are required to work their full summer contract.**

Position	Dates	Minimum Requirements	Preferred
Junior Leader (1 <sup>st</sup> year Counsellor)	June 22nd - August 22th 2026	Standard First Aid, CPR C, NLS	
Senior Leader (2 <sup>nd</sup> year Counsellor)	June 22nd - August 22th 2026	Standard First Aid, CPR C, NLS	
Counsellor (3 <sup>rd</sup> Year + Counsellor)	June 22nd - August 22th 2026	Standard First Aid, CPR C	NLS

### Support Team

#### Head Cook

The head cook is responsible for building menus, ordering all food, preparing and serving each meal, maintaining high cleanliness standards, and managing the prep cooks. They are responsible for running the kitchen and supervising J-Leds who are working as prep cooks. The Head Cook must ensure that all meals and kitchen procedures comply with the standards of the YMCA, the Ontario Camping Association, and the Ministry of Health. This position is in place to ensure the safety of all clients regarding dietary needs and allergies. The Head Cook must have good time management, multitasking skills, an understanding of healthy food options, and



flexibility. The Head Cook is supported and supervised by the **Summer Camp Director**.

Position	Dates	Minimum Requirements	Preferred
Head Cook (1)	June 15 <sup>th</sup> - August 25 <sup>th</sup> 2026	Standard First Aid, CPR C, Safe Food Handling Certificate, experience managing a food service	Supervisory experience and previous experience working in a camp environment

## Contact With Camp

Thanks for your interest in joining the Camp Presqu'ile team! We look forward to going through the application process with you.

**Applications will remain open until all positions are filled.**

**Phone: 519-376-5999**

**Email: [presquile@osgb.ymca.ca](mailto:presquile@osgb.ymca.ca)**

For more detailed information on our Summer programs, please go to:  
<https://www.ymcaowensound.on.ca/camps/camp-presquile/>. If at any time during the application process you have questions or would like more information, please email or call us! We can't wait to hear from you!