



Position Title:	Junior Counsellor
Program:	Christie Lake Kids Camp
Requirements:	18+, 1 st - 3 rd year students
Available positions:	13 student positions available
Reports to:	Pio and Voyo Managers, Camp Management
Contract length:	July 6, 2026 – August 12, 2026
Salary:	\$3,567.93 /contract

Organizational Background

Christie Lake Kids (CLK) is a charitable organization that has been serving children and youth living in low-income households in the Ottawa area since 1922. CLK provides year-round services to children and youth through an excellent camp experience and strategically located city recreational opportunities through the STAR (Skills Through Arts and Recreation) program. Our mandate is to provide high quality recreation opportunities that help children and youth build the skills necessary for developing long-term resiliency.

Christie Lake Kids is an organization committed to reflecting the communities we serve, and we are deeply committed to equity in employment opportunities. Part of our commitment to building and maintaining a diverse workforce means that we encourage and will prioritize applications from those who have been equity-denied, including Indigenous Peoples, Black and racialized people, members of the 2SLGBTQIA+, etc.

Value of working at Christie Lake Kids

As part of the Christie Lake Kids Summer Staff team, staff gain valuable experience, skills, and opportunities that support their personal and professional growth.

Benefits include:

- **Meals and Accommodation:** Provided during training, camp sessions and wrap up.
- **Professional Experience:** An opportunity to work hands-on with children and youth, developing skills in program development, program facilitation, program evaluation and leadership.
- **Skill Development:** Gain experience working with diverse populations and children with complex needs, a highly valuable asset for careers in Child and Youth Care and related fields. Develop qualities like patience, resilience, adaptability, and a strong sense of teamwork, all while making a meaningful impact in the lives of children and youth.
- **Training and Certification Opportunities:** Enhance your qualifications through certifications like Nonviolent Crisis Intervention, or Mental Health First Aid, provided at no cost.
- **Placement Hours:** Eligible students in Child and Youth Care, Social Work, or related fields can count their camp job experience toward placement or practicum hours, subject to approval by their academic institution.



- **Networking and References:** Build connections in the field and receive professional references upon successful completion of your summer contract.
- **Outdoor Environment:** Enjoy a unique opportunity to live and work in a natural setting with access to amenities such as canoeing, swimming, rock wall climbing, mountain biking, and more.

Job Summary

Camp Counsellors are members of the Christie Lake Kids Summer Staff team who live on-site and are responsible for providing an exceptional camp experience for all campers while ensuring a safe and fun environment. Counsellors will be paired with a co-counsellor and will work directly with campers aged 8-15.

Summer Camp 2026 Dates

- **Pre-camp:** July 6th-9th
- **Session 1:** July 12th-19th
- **Session 2:** July 23rd- 30th
- **Session 3:** August 4th-11th
- **Post-camp:** August 12th

**Counsellors must be available to be on-site for all the above dates excluding breaks. You are encouraged to contact the hiring team as soon as possible with any questions related to availability*

Duties and Responsibilities:

- Collaborate with other cabin staff to provide direct care and supervision of children/youth in your cabin while acting as a positive role model
- Supervise campers during mealtimes, daily programs, all-camp activities, special events, campfires, and bedtime
- Share a cabin with and provide overnight supervision of a group of 5 campers with another cabin staff member
- Clearly explain, monitor, and support camper expectations
- Foster a positive and supportive atmosphere within the cabin group
- Encourage campers to fully participate in a wide range of programs
- Actively supervise and engage with campers during lessons, activities, and programs
- Assist campers in maintaining clean and organized cabins
- With support from Section Managers, collaborate with Senior Counsellors to:
 - Support children and youth in developing positive behaviour through consistent strengths-based, and trauma-informed behaviour management strategies
 - Proactively identify behavioural concerns and respond with appropriate de-escalation techniques to maintain a safe, inclusive and supportive camp environment



- Intervene effectively in crisis situations, following established policies and procedures, while prioritizing the physical and emotional safety of campers and staff
 - Apply sound judgement and problem-solving skills when responding to challenging behaviours, conflicts or unexpected situations
- Support daily activities as assigned by Section Managers, the Waterfront Manager, or Camp Management
- Actively participate in the swimming program:
 - Facilitate a swim group with guidance from the Waterfront Manager (no minimum skill level required; pairings will be based on comfort level)
 - Participate in buddy swims by swimming with campers
 - Encourage participation, water safety, and fun during swim activities
- Work collaboratively with coworkers to ensure camper needs are met throughout the day
- Perform additional responsibilities as designated by Camp Management, Section Managers, or the Program Director

Expectations

- Work in a manner that preserves confidentiality and encourages risk management
- Foster collaborative and interdisciplinary teamwork
- Maintain professional relationships with all team members
- Attend to assignments and supervisory duties with professionalism
- Respect and value intersectional inclusion, diversity, equity, and accessibility
- Contribute to organizational data collection and reporting as necessary
- Participate in meetings as necessary
- Support end-of-summer wrap-up tasks
- Maintain a clean and hygienic cabin environment
- Assist in other areas as needed, especially when team members are unavailable due to illness or other circumstances

Desired Qualifications

- 18 years or older
- A student in fields such as child and youth care, social work, outdoor education, recreation, psychology, education, or other human services programs, with a passion for working with children and youth in a camp or community-based setting
- Exemplary character, modeling honesty, integrity, and respect
- Enthusiastic, energetic, patient, and with a sense of humor
- Ability to work with children presenting with diverse behavioural, emotional, or social needs
- Strong teamwork skills and openness to feedback
- Confidence in leading activities and groups



- Proficiency in English
- Current Standard First Aid with CPR-C certification

Assets

- Experience working in a camp or overnight camp setting
- Certifications in Nonviolent Crisis Intervention, High Five, or Mental Health First Aid
- Outdoor education-related experience or certifications
- Current or expired Bronze or National Lifeguard certifications
- Proficiency in additional languages (French, Arabic, etc.)

Physical Requirements

The ideal candidate must be able to meet the physical demands of the role with or without reasonable accommodation. Due to the nature of summer camp, candidates must be able to:

- Spend approximately 75% of each day outdoors and actively participating in activities such as walking, swimming, canoeing, and programs.
- Occasionally transport supplies or equipment weighing up to 40 lbs.
- Work outdoors in various weather conditions (heat, high sun exposure, rain, etc.).

How to apply

Interested candidates are invited to apply via email at camp@christielakekids.com. Please include an updated resume, a brief cover letter, and specify the position(s) you are applying for. Applications are reviewed on a rolling basis; therefore, candidates are encouraged to apply as soon as possible.

The hiring team can be reached via email for any questions about the process and/or positions. Positions will remain posted until filled.

Interviews for this position are expected to begin in February.

**No alcohol or substances are permitted onsite. Please inquire about the Christie Lake Kids Camp smoking policy if applicable (19+).*