



Position Title:	Lifeguard Counsellor
Program:	Christie Lake Kids Camp
Requirements:	18+, Current National Lifeguard certification
Available positions:	4 positions available
Reports to:	Waterfront Manager, Pio and Vovo Managers, Management Team
Contract length:	July 6, 2026 – August 12, 2026
Salary:	\$3,637.40 /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.

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

Lifeguard 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. Lifeguard Counsellors will be assigned to daily lifeguard duties at the waterfront during swim times, supervised by the Waterfront Manager, for a minimum of 1.5 hours per day. When Lifeguards are not supporting the waterfront program, they may be assigned to cabins or as a support staff.

This position offers the potential opportunity for additional employment with groups renting Christie Lake Camp during the off-season.

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**

**Lifeguard 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

- Under the supervision of the Waterfront Manager, ensure the safety of participants and staff members during waterfront activities including swim times, canoeing and boating and waterfront programs
- Perform life-saving rescues and/or first aid if necessary
- Support the Waterfront Manager with the documentation of any incidents and near misses that occur at waterfront
- Communicate clearly with all staff members who are present at waterfront



- If not assigned as a Lifeguard during swim times, participate in the swimming program by facilitating a swim group, participating in buddy swims and/or encouraging participants
- In collaboration with the staff team, manage camper behaviors while at waterfront and ensure that safety protocols are followed
- Encourage participation, water safety, and fun during swim activities
- Collaborate with other cabin staff to provide direct care and supervision of children/youth 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 co-counsellor 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
- 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
- Act as a mentor in the waterfront area
- 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
- 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 National Lifeguard certification
- Current Standard First Aid with CPR-C

Assets

- Enrollment in a post-secondary program in a related field (ie. Outdoor education, Social Work, Child and Youth Care, Child Studies, etc.)
- Experience working in camp/overnight camp setting
- Certifications in Nonviolent Crisis Intervention, High Five, or Mental Health First Aid
- Practical experience working in the aquatics sector
- Outdoor education related experience/certifications
- Proficiency in additional languages (French, Arabic, etc.)

Physical Requirements

The ideal candidate must be able to complete all physical requirements of the job with or without a reasonable accommodation

Due to the nature of summer camp, candidates must be able to:

- Spend approx. 75% of each day outdoors and active (walking, swimming,



- canoeing, participating in programs etc.) with limited stationary time
- Occasionally transport supplies/equipment up to 40 lbs
- Work outdoors in a variety of 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+).*