



Outdoor Day Camp Leader
PART-TIME: Seasonal & Weekly Hours
NON-UNION WAGE BAND: \$16.50 - \$18.00/hour
Approved: February 1, 2026

General Position Functions

Day Camp Leaders are responsible for delivering safe, engaging, and innovative outdoor day camp experiences for children ages 6 to 11. Reporting to the Camp Director, this role implements daily programming that uses community resources in Kentville and throughout Kings County.

Camp programming emphasizes outdoor experiences grounded in the principles of Recreation Literacy and includes themes such as nature and environment, exploration and adventure skills, sport and physical literacy development, and creative arts and culture.

Accountability

The Outdoor Day Camp Leader reports directly to the Outdoor Day Camp Director.

Specific Job Responsibilities

Program Delivery

- Implement daily outdoor camp activities as planned by the Camp Director
- Deliver engaging, age-appropriate programming aligned with camp themes
- Utilize community spaces and resources safely and respectfully
- Adapt activities to meet the needs, abilities, and interests of campers

Camper Supervision & Support

- Supervise campers at all times to ensure a safe and positive environment
- Observe and assess camper behavior and respond appropriately
- Apply positive behavior-management strategies consistently
- Support camper inclusion, teamwork, and positive social interactions

Safety & Risk Management

- Enforce safety regulations, policies, and emergency procedures
- Identify and respond to hazards, incidents, or concerns promptly
- Complete required documentation, including incident or injury reports
- Maintain appropriate camper-to-staff ratios at all times

Communication & Teamwork

- Communicate clearly and professionally with the Camp Director and fellow staff
- Participate in staff meetings, training, and daily check-ins
- Provide feedback and observations to support continuous program improvement

Equipment & Site Care

- Assist with set-up, clean-up, and proper care of camp equipment and supplies
- Ensure equipment is used safely and stored appropriately

Qualifications and Expectations

Required

- Experience working with children in a camp, recreation, or educational setting

- Demonstrated leadership experience or ability to supervise and support staff
- Strong interpersonal and communication skills
- Ability to work independently, exercise initiative, and problem-solve in a dynamic environment
- Ability to work flexible hours, including early mornings and varying schedules

Assets

- Experience in a similar leadership role within a day camp setting
- Background or experience in outdoor education or recreation programming
- First Aid and CPR certification (or willingness to obtain)

Core Competencies

- Positive leadership and role modelling
- Sound judgment and decision-making
- Organization and adaptability
- Commitment to inclusive, respectful, and fun programming
- Ability to remain calm and responsive in dynamic situations

Working Conditions

- Primarily outdoor-based with varying weather conditions
- Physically active role requiring standing, walking, and light lifting
- Variable hours based on program needs and special activities

Work Schedule

This position will run from June to August. Pending budget approval, compensation for this 8-week contract is between \$16.50 -18/hour based on a 40-hour week.

To Apply

Please submit your resume and a cover letter outlining your work and volunteer experience. Don't forget to highlight times where you have worked to pull a team together towards a shared goal, why you are interested in this opportunity, what skills you have that you love sharing, and why we should pick you. We read a lot of resumes, so be creative!

Don't forget to indicate in your application which position(s) you are applying for. Resumes, cover letters and three references can be either emailed in a word document or pdf to recreation@kentville.ca.

Please ensure that cover letters, resumes and references are merged into one document.

Successful candidates must provide proof of a cleared vulnerable persons check (depending on age of candidate) prior to start date.

The Kentville Parks and Recreation Department thanks you in advance for your interest in summer employment with the Town of Kentville. Only those applicants selected for the interview process will be contacted. For clarification on the application process or for more information please contact by email: recreation@kentville.ca.