



# Job Posting: Challenge Ropes Course Instructor

## ORGANIZATION

Camp Kirk empowers neurodiverse kids and youth to reach their potential through recreational programs. Within a small and nurturing community, our programs emphasize strengths so that participants can develop confidence, connection and community. Camp Kirk supports neurodiverse kids and youth, ages 7-17. The majority of our campers have learning disabilities, autism, and/or ADHD.

## JOB DESCRIPTION

In collaboration with a co-instructor, the Challenge Ropes Course Instructor will be responsible for overseeing all aspects of Camp Kirk's ropes program. This includes: 1) planning and facilitating programming that utilizes high and low ropes course elements and rock climbing walls, and 2) conducting daily safety inspections on the course and equipment. The program uses a 'challenge-by-choice' philosophy to help participants develop confidence, teamwork skills, and social connection.

As a member of the Program Staff Team, the individual hired will be involved in the planning and facilitation of all camp programming, including special events, all camp games, campfires, etc. When not directly involved in programming, members of the Program Staff Team provide support to individual campers, cabin groups, and general camp operations. We are seeking applicants who are creative, empathetic, and flexible, with strong problem-solving skills and the ability to thrive in a fast-paced, dynamic environment while supporting neurodivergent children with passion and adaptability to change.

## CONTRACT DETAILS + COMPENSATION

The contract runs from **June 17 - Aug 27, 2025**. Staff reside in cabins with 3-4 other staff members. Compensation for a summer contract is **\$6,200 + room and board**.

## REQUIREMENTS + EXPECTATIONS

- Must be at least 19+ years old by June 2025
- 2+ years experience rock climbing and/or participating in a high ropes course programming is required
- Applicants should be keen to work and live in a close-knit communal setting
- Successful candidates will demonstrate creativity and empathy, strong problem-solving skills and be adaptable to change
- Candidates must have experience working in fast-paced, dynamic environments and be reliable and approachable
- Once hired, applicants must be willing to secure the following before their start date:
  - Standard First Aid + CPR(C), or equivalent or higher certification
  - Criminal Record Check

**Note: Camp Kirk will pay for the successful applicant to gain formal certification and training required to operate the ropes course elements.**

## APPLICATION

Please head to [campkirk.com/jobs](https://campkirk.com/jobs) to submit an online application.

### **Equal Opportunity and Accessibility Commitment**

Camp Kirk is an equal opportunity employer and is committed to fostering an inclusive and accessible workplace that celebrates diversity and values the contributions of all individuals. We welcome applicants of all abilities and provide accommodations to ensure equal access throughout the hiring process.

If you require accommodations at any stage of the application or hiring process, please contact us at [kristen@campkirk.com](mailto:kristen@campkirk.com)/[416-782-3310](tel:416-782-3310) and we will work with you to meet your needs.

We strive to ensure our workplace is inclusive and supportive, and we actively promote an environment where all team members can thrive. For more information about our accessibility policies or to request accommodations, visit <https://campkirk.com/wp-content/uploads/2021/09/AODA.pdf>