



Job Posting: Swim 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

Swim Staff are responsible for overseeing all matters concerning the Camp Kirk swim program and pool. Responsibilities include:

- **Swim Program:** Plan and facilitate a fun and engaging recreational swim program for groups of campers (6-10 campers per group)
- **Lifeguarding:** Work daily lifeguarding shift during 2-3 daily 'free swim' periods
- **Pool Maintenance:** Conduct daily pool maintenance (i.e. vacuuming, chemical testing). NOTE: previous experience not required- training will be provided

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 dates of employment run from **June 17th - August 27th, 2025**. Staff reside at camp in cabins with 3-4 other staff members. Total compensation for a full summer contract is **\$6,200 + room and board**.

REQUIREMENTS + EXPECTATIONS

- 19+ years old by June 2025
- Currently hold or be able to obtain a National Lifeguard certification by June 2025
- 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

APPLICATION

Please head to 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/[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>