



DISTRICT OF SAANICH  
PARKS, RECREATION AND COMMUNITY SERVICES  
COMMUNITY SERVICES

**INCLUSION PROGRAM LEADER  
(SUMMER CAMPS & PROGRAMS)  
Up to 10 Casual Positions**

**Term: Approximately June 16 to August 29, 2025**

As an Inclusion Program Leader, you will work within a 1:1 or 1:2 ratio with children (ages 5-12yrs) that require additional assistance for behavioral or developmental support requirements in a variety of camp settings. Inclusion Program Leaders will assist with activity adaptations, and work cooperatively with participants, parents, and supervisors to ensure camp safety and accessibility. The ideal candidates will have the ability to be inclusive and flexible to ensure a positive environment is created for all participants; demonstrated customer service and interpersonal skills; ability to maintain a high degree of enthusiasm and personal motivation.

Our camps run at various locations including Gordon Head Recreation Centre, Pearkes Recreation Centre, Cedar Hill Recreation Centre, Saanich Commonwealth Place as well as off-site locations, such as: SNPP Parks Locations, Gordon Head Middle School, Royal Oak Middle School, Colquitz Middle School and other locations within the community.

Requirements include completion of Grade 10; three months experience with children with behaviour difficulties, disabilities, or additional support needs in an out of school care, school or recreational camp setting. A satisfactory police information check, Emergency First-Aid and CPR-C. Shifts may vary slightly, Monday through Friday, between 8:30 a.m. – 4:30 p.m. (hours/shifts are subject to change), up to 40 hours per week with training to start on June 9.

The anticipated length of work is up to 9 weeks from July 2 – Aug 30. Should any candidates not be able to work the entire duration, those who can commit to a minimum of 6 weeks will be considered. Casual on-call staff are also encouraged to apply.

*If shortlisted, applicants must provide proof of completion of Grade 10 and current Emergency First Aid and CPR-C at time of interview.*

**This is a C.U.P.E. Local 2011 position with a wage of \$24.43 per hour plus 15% in lieu of benefits.** Job description and competition information can be found at [www.saanich.ca](http://www.saanich.ca). **Please apply by quoting competition 25056 to:** Human Resources, District of Saanich, 770 Vernon Avenue, Victoria, BC, V8X 2W7.

**The District of Saanich is recognized as one of BC's Top Employers for 2025.** As an equitable and inclusive employer, we value diversity of people to best represent the community we serve and provide excellent services to our

citizens. We strive to attract and retain passionate and talented individuals of all backgrounds, demographics, and life experiences. If you require any adjustments to enable participation at any stage of the recruitment process, please contact in confidence [accessibilityHR@saanich.ca](mailto:accessibilityHR@saanich.ca). **We thank all applicants for applying. Only those under consideration will be contacted.**