

## Instructor Leaders (Auxiliary Positions)

The City of Campbell River is seeking enthusiastic and responsible Instructor Leaders to join our Recreation & Culture auxiliary pool to support the delivery of recreation programs, activities and events.

**The role:** As an Instructor Leader, you will be working as part of a team to help lead, facilitate and support recreation programs, events and activities. Responsibilities include the setup and clean-up of program areas before and after activities; facilitating and leading activities and programs; fostering a fun, engaging and inclusive environment; ensuring the safety and wellbeing of participants; and delivering outstanding customer service. It is a great opportunity to learn new skills!

**What we offer:** The hourly rate of pay for this auxiliary CUPE bargaining unit position is \$24.18 plus 12% in lieu of benefits (this is equivalent to a wage of \$27.08 per hour). The successful candidate will also have access to a reduced cost Employee Wellness Pass for Recreation facilities and programs.

**Workplace culture** is important to the Recreation Department - we are looking for people to join us who embrace our core values of teamwork, respect, integrity, communication, and kindness.

**Hours of work:** This is a casual on call as needed position. The hours of work will be dependent on the programs and activities and may involve evenings and weekend shifts.

### Required qualifications:

- Grade 10
- Minimum of 3 months' volunteer or work experience facilitating programs, activities, and/or sports relevant to the area of instruction.
- Valid Emergency First Aid with Child CPR Certification
- Experience as a Leader-In-Training Program or equivalent program is considered an asset.
- The successful candidate will be required to provide a clear Police Criminal Record and Vulnerable Sector check.

### Our ideal candidate will:

- Have a positive attitude and able to maintain a high degree of enthusiasm for the work.
- Able to learn new skills, and be adaptable and flexible
- Able to contribute to a positive team environment.
- Able to work a flexible schedule that may include evenings, weekend and split shifts, if required.

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**Posting closing date:** September 21, 2025

**Screening** will take place while the posting is open, and qualified candidates may be contacted for interviews prior to the closing date. As a result, this posting may close in advance of the advertised closing date.

***Please apply using the 'Apply Now' link below.***

**When you apply:** You will be asked to upload a cover letter and resume as part of the application process. You may also be asked to answer some screening questions related to the position.

**Questions about this position?** Email [careers@campbellriver.ca](mailto:careers@campbellriver.ca)



[Apply Now](#)

## INSTRUCTOR/LEADER

<b>Approval Date:</b>	August 2025	<b>Department:</b>	Recreation & Culture
<input type="checkbox"/> IAFF	<input checked="" type="checkbox"/> CUPE	<input type="checkbox"/> Management	
<b>Title of Management Supervisor:</b>	Recreation Programs Manager		

### General Accountability:

#### Purpose and Scope

Reporting to the Recreation Programs Manager and taking direction from Program Coordinators, Programmers and/or Assistant Programmers, the Instructor/Leader facilitates, leads and supports the delivery of recreation programs, activities and events ensuring the safety of participants, and promoting an inclusive, welcoming environment.

### Nature and Scope of Work

- Support the delivery of a range of recreational activities, programs and events by setting up, leading and facilitating activities, cleaning up, and making sure all participants enjoy a fun and welcoming experience.
- Provide excellent customer service to all participants in recreation programs and activities.
- Ensure equipment and facilities are used safely and correctly.
- Ensure the safety and care of all participants.
- Participate in meetings, leadership and teambuilding activities as needed.
- Work cooperatively with other program staff and program partners to promote inclusion.
- Comply with guidelines and procedures required for programs.
- Other duties as required.

### Necessary Qualifications

#### **Knowledge:**

- Basic knowledge of age-appropriate games, sports, crafts, and/or activities relevant to the area of instruction.
- Basic understanding of the goals and objectives of recreation and inclusion.
- Basic understanding of the developmental characteristics of participants relevant to the program area.

#### **Skills:**

- Basic skill in facilitating indoor and/or outdoor activities.
- Good communication and problem-solving skills.
- Good customer service skills.
- Demonstrates Department's Core Values of Trust, Respect, Integrity, Communication and Kindness.

#### **Abilities:**

- Ability to work within and contribute to a proactive team environment.
- Ability to maintain a positive attitude and a high degree of enthusiasm.
- Ability to learn and acquire new skills.
- Ability to be adaptable and flexible.
- Ability to understand, follow and carry out oral and written instructions, and ask questions when needed.
- Ability and willingness to contribute to maintaining a respectful, safe and supportive work environment that embraces diversity, along with treating everyone with courtesy, dignity and fairness.
- Ability to successfully attain and maintain a clear criminal record and vulnerable sector check.

**Education:**

- Grade 10

**Training/Certification:**

- Emergency First Aid with Child CPR

**Experience:**

- Minimum of three (3) months' volunteer or work experience facilitating programs, activities, and/or sports relevant to the area of instruction.

**Preferred Criteria**

- Experience in a Leader-In-Training Program or equivalent.

**Unusual Working Conditions**

- Evening, weekend and split shifts may be required
- Working outdoors in all weather conditions
- Some job duties require physical stamina and strength