



Program Leader

Job No: 26073 Location: Penticton

Role Overview Application Form

About the City of Penticton

Penticton is a vibrant, innovative waterfront city known for its commitment to sustainability, community well-being, and economic opportunity. With a strong focus on good governance, collaboration, and service excellence, the City is dedicated to enhancing the quality of life for residents, businesses, and visitors alike. As one of the most active development regions in British Columbia, Penticton features a diverse mix of large-scale and complex construction projects.

Penticton has been recognized as one of Canada’s most livable cities, according to latest rankings by The Globe and Mail, ranked as the eighth most livable medium-sized city in Canada. Nationally, Penticton earned high marks for access to amenities (11th in Canada), #11 for midlife transitions and #11 for retirement, as well as #13 for young professionals. Penticton also placed within the top 20 in the categories of raising kids (#19), contributing to an overall ranking of 35th across Canada. Rooted in agriculture and surrounded by natural beauty, Penticton is known for its orchards, wineries, and craft breweries—making it one of Canada’s top wine destinations. More than 100 years since its incorporation, Penticton continues to grow as a place to live, work, and play.

For more information, please visit our website at [penticton.ca/](https://www.penticton.ca/) (<https://www.penticton.ca/>).

For more information about life in Penticton, please visit [visitpenticton.com/](https://www.visitpenticton.com/) (<https://www.visitpenticton.com/>).

About the Opportunity

The City of Penticton is looking for **temporary Program Leaders**, based in **Penticton, B.C.**

The City of Penticton Recreation Department is currently seeking **Program Leaders** for our Recreation programming. Are you responsible, energetic, personable, resourceful, and well-organized? If so, this may be the job for you!

Our Program Leaders are responsible for planning, leading, and facilitating safe, engaging, and inclusive recreation programs for children and youth. Programs may include day camps, art programs, sports and games, drop-in recreation programs, special events, and other community-based activities.

Program Leaders create positive experiences for participants by fostering fun, creativity, learning, and personal development while ensuring the safety and well-being of all participants.

Program Leader 1 Delivers introductory-level recreation programs, sports, camps, social activities, and community events. Provides participant supervision and support while fostering a safe and positive environment.

Program Leader 2 Delivers intermediate-level recreation programs and specialized instruction. Assumes increased responsibility for program leadership, coordination, support, and participant development.

Program Leader 3 Leads specialized recreation programs requiring advanced skills, certifications, or formal education. Provides senior leadership, technical expertise, and oversight to ensure excellence in program delivery and outcomes.

Key Responsibilities:

- Facilitate and lead age/ability appropriate recreation programs, camps, and special events.
- Plan and deliver age-appropriate activities including sports, games, arts and crafts, outdoor recreation, and educational activities.

- Create a welcoming, inclusive, and positive environment for all participants.
- Ensure participant safety by following program procedures, risk management practices, and emergency protocols.
- Set up and take down program equipment and activity spaces.
- Monitor attendance and maintain accurate program records as required.
- Build positive relationships with participants, parents/guardians, volunteers, and fellow staff.
- Address any behavioural issues in a respectful and positive manner.
- Provide excellent customer service and represent the organization in a professional manner.
- Participate in staff training, meetings, and evaluations.
- Assist with program promotion and special events as required.

Required Knowledge, Abilities & Skills:

- Enthusiastic and energetic approach to working with children, youth or adults.
- Strong organizational and problem-solving skills.
- Ability to adapt activities to different ages, abilities, and interests.
- Commitment to safety, inclusion, and positive participant experiences.
- Ability to work outdoors and participate in active recreation activities.
- Ability to work independently and as part of a team.
- Ability to lead groups in a positive and engaging manner.

Required Education, Training & Experience:

- Minimum completion of grade 10 or equivalent.
- Recreation, education, child and youth care, or related coursework is an asset.
- Experience leading camps, sports programs, arts programs, or community recreation activities is an asset.
- HIGH FIVE® Principles of Healthy Child Development Certification or willingness to obtain.
- Class 5 Driver's Licence considered an asset.
- Experience working with children and/or youth and/or adults in recreation, camp, educational, childcare, or coaching environments.
- Strong leadership, communication, and interpersonal skills.
- Current First Aid and CPR Certification (or ability to obtain).
- Satisfactory Criminal Record Check with Vulnerable Sector Screening.

About the Benefits

Compensation based on skills and experience is an **hourly rate of \$19 - \$26.60 (CUPE)**, along with a host of excellent benefits including:

- 15.5% in lieu of benefits, vacation, and statutory holidays.
- Free on-site parking
- Fleet vehicles provided for inspections and site visits
- Draws for tickets to local concerts, hockey games, and employee appreciation events
- Wellness initiatives and team-building activities
- A picturesque waterfront location with access to world-class outdoor recreation and a progressive, community-oriented work culture

At the City of Penticton, we recognize that great talent and great ideas come from a variety of backgrounds. Tapping into the diversity of our community makes us all stronger and allows us to serve Penticton even better.

That's why we welcome all applicants to consider joining our team. We encourage Indigenous persons, people of colour, all genders and expressions, 2SLGBT2QIA+, persons living with disabilities, and others who reflect our ever-changing workplace to apply. If you require any accommodations during the recruitment process, please let us know, we'd be happy to support you!

If your experience is close to what we're looking for, we would love a chance to talk about working with you. This posting will remain open until filled.

We thank all applicants for their interest, however, only those selected for further consideration will be contacted.

This position is only open to those legally entitled to work in Canada.

APPLY NOW

Life in Penticton

Nestled between two lakes, Penticton enjoys long, hot summers, dry winters and more than 2,000 hours of sunshine each year. We're located in the southern Okanagan Valley of British Columbia, which is easily accessed by major highways and airports.

We're known for our beaches, wine and orchards, not to mention a wide range of outdoor recreational activities. Hop on your bike to discover award-winning wineries and trails with stellar views. Shop at the bustling outdoor market, peruse art galleries or go skating at the modern Community Centre. Ski champagne powder slopes or take in a hockey game or concert at the South Okanagan Events Centre.

Penticton is located on the ancestral and unceded territory of the Syilx/Okanagan people. Its name, from the Interior Salish word snpintktn, is commonly translated as "a place to stay forever," or more accurately, "a place where people live year-round." It's the kind of place where people come to visit for the holidays – and never want to leave.

Global Television Ad - October 2018
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