



Inclusion Support Leader

June 2026 - August 2026

Rate of Pay: \$16.60 - \$18.60 per hour

Hours Per Week: 37.5

Start Date: June 29th 2026

End Date: August 14th 2026

Location: 15 Baldwin Drive, Cambridge ON

Position Overview:

SNA is looking for an energetic and enthusiastic leader who is interested in working as an Inclusion Support Leader. The Inclusion Support Leader will be responsible for supervising our campers who need direct support for their success in the program (one-to-one, one-to-two, or one-to-three). They will plan and implement a variety of activities for campers. This position will report directly to the Summer Camp Coordinator.

Mandatory training will take place at the end of June. Summer Camp runs June 29 - August 14. This position works 7.5 hours a day, Monday through Friday (37.5 hours per week). There is no time off granted during the seven weeks of camp. Camp does not run on July 1 (Canada Day) or August 4 (Civic Holiday)

Position Responsibilities:

- Assists with the effective delivery of Inclusion Services for children and youth who require inclusion support by providing one-to-one support, program adaptations, strategies, and other means of assistance to participate in programming.
- Collaborate with staff and volunteers to deliver inclusive programs.
- Ensures the safety and emotional, physical, social and mental well-being of participants.
- Appropriately communicates and documents concerns while upholding confidentiality.
- Provides personal care to meet the physical, psychological, and social needs of each camper including review of the accommodation plan.
- Ensures programs and program spaces are accessible and barrier free for participants.
- Reports safety and well-being concerns regarding participant and/or employee health to Inclusion Services Coordinator.
- Respond to and assist staff with crisis support and/or behavioural interventions during the delivery of leisure and recreation programs.
- Plan and implement high-quality programs of varied age-appropriate activities for children ages 5 – 12.
- Use good judgement and respond professionally to resolve problems.
- Role model positive behaviour for campers.



- Complete documentation (attendance, accident/incident reports, safety checklists, etc) when required.
- Ensure safety and cleanliness of program area and program equipment
- Assist with any camp emergency procedures, providing first aid as required.
- Interact with peers, supervisors, administration, campers and parents using positive, clear communication
- Follow the Silverheights Neighbourhood Association Health and Safety Policies and Procedures.
- Maintain the confidentiality of all participants, families, staff, and Silverheights Neighbourhood Association.
- Perform any other duties as assigned by Summer Camp Coordinator or other supervisory staff.

Qualifications, Experience and Skills needed:

- **Minimum of 1 year of experience working with children and children and youth with a disability.** Equivalent combinations of education and experience may be considered.
- Currently in high school or attending post-secondary education, with an interest in gaining further experience in Child Development, Recreation or a Social Services field.
- Standard First Aid and CPR-C valid through summer 2026 (Must provide proof before first day of employment).
- Must obtain Principles of Healthy Child Development prior to camp start.
- Must be patient, adaptable, and have a positive mindset each day.
- Staff 18 years of age or older require a current and satisfactory Police Records Check with Vulnerable Sector Check (VSC)
- Ability to provide a positive, respectful, and inclusive environment for all individuals.

Additional Information:

To apply, please email your resume to programs@silverheightsneighbourhood.com

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

In accordance with the Accessibility for Ontarians with Disabilities Act, SNA accommodates the individual needs of applicants with disabilities within the recruitment process. Please call us at 519-249-1200 or email programs@silverheightsneighbourhood.com if you require accommodation to ensure your equal participation in the recruitment and selection process.

