

Tim Hortons Foundation Camps help youth from underserved communities achieve their full potential through multi-year, overnight camp experiences. Whether at camp or back home in their communities between visits—our youth work to build social, emotional, leadership and innovation skills and behaviours like volunteerism and motivation to learn so they become civically and academically engaged, and successfully transition to adulthood.

At Tims Camps, we are catalysts for good—helping our youth participants and teammates be the best they can be, developing personal and career growth. We empower young people with skills to open doors to their future. That is our North Star and, together, we help shape leaders that build stronger communities.

We're looking for a...

Challenge Course Facilitator

Job Summary

Challenge Course Facilitators are members of the Facilitators team. They are responsible for delivering quality programming to campers, while leading challenge course activities including low rope, high rope and indoor climbing wall programming. Challenge Course Facilitators are responsible for creating an inclusive and supportive environment where campers are enabled to develop tangible skills set out in the Tims Camps Programs framework. This is done through briefing, leading and debriefing activities to draw out understanding and self-awareness. Challenge Course Facilitators read the abilities of their group and adjust activities based on the readiness of the group. They are responsible for assessing and managing risk and ensuring THFC program and wellness standards are followed. This role requires maintenance of gear and spaces, regular inventorying, and accountability for space.

Includes Activity Facilitators for the following activities: archery, biking, creative arts, digital media, environment, land, low ropes/challenge course facilitator, music and overnight.

Work Location

This role will be based onsite at our Tim Horton Memorial Camp located in Parry Sound, ON.

Contract Length

May 27, 2024 – August 19, 2024

What would you be doing?

- Establish relationships with youth, aged 11-17, that reflect respect, trust and empathy
- Oversee the adventure program area, including maintenance of equipment and proper supervision of staff and campers
- Lead the successful execution and delivery of the low ropes/challenge course/indoor climbing program to staff and campers
- Deliver high-quality, intentional programming designed to meet specific outcomes and develop positive skills
- Encourage camper development through their own processing and readiness, and recognize their achievements

- Inspire young people to discover their strengths, challenge limits, and build resilience and leadership capacity in a safe and supportive environment
- Provide leadership and guidance to other staff, modeling inclusivity and mentorship
- Use respectful, positive behavior management techniques
- Model healthy choices and emotional maturity
- Facilitate high quality programming for campers focusing on experiential learning, skill development, participation, and reflection
- Identify, assess, and appropriately manage and respond to risks, ensuring a constant duty of care and the safety of our participants, guests and staff at all times
- Provide mentorship, knowledge, and skill transfer to other staff
- Work with program staff to ensure program area and equipment are organized, fully stocked, and in good repair
- Contribute to a friendly and supportive environment which encourages campers to work through challenges, try new things, and celebrate differences
- Coordinate, develop and execute programs in accordance with THFC and accrediting body standards
- Contribute positively to the camp team and culture
- Support the delivery of staff training, as required
- Deliver programs in accordance with Tim Camps and accrediting body standards
- Be challenged physically and emotionally as you live in an overnight camp for 10 day sessions, with 3 days of break in between
- Learn that the challenge is also rewarding, and will experience personal growth alongside the campers your are supporting
- Support the other members of the Facilitators team when needed

Does this sound like you?

- Are experienced at working with youth aged 11 – 17
- Experienced facilitator. Demonstrates ability to adapt facilitation style based on individual or group needs
- Experience facilitating high ropes programs (considered an asset for certain locations)
- Skilled in positive behavior management
- Equipped with good judgment and decision making skills; know when to bring in key team members as it relates to escalated concerns
- Required technical certifications are based on assigned program areas and are outlined in the Program Standards
- Able to live on-site for an extended period of time and work flexible hours
- Able to provide a clear criminal background check
- Certified in Standard First Aid + CPR (adult, child, infant) with AED, and Level 2 High Ropes Certification from any ACCT Accredited Vendor Member, or are willing to obtain
- Experienced in high ropes course and equipment instruction

Benefits of working with us

- Accommodation and meals are included for the duration of the contract
- Bonus when you refer employees
- Contract completion bonus

- Bonus for staff working on our French-speaking site
- Have a positive impact on the lives of young people
- Opportunity to build lasting friendships with other staff

To learn more about the impact of the experience you will take part in, watch this short [video](#)

Apply here: <https://grnh.se/d3f15eae2us>

Commitment to Equity, Diversity & Inclusion

Tim Hortons® Foundation Camps (THFC) is committed to a fair and inclusive work environment, and seek talent with diversity of life experiences and perspectives. We are an equal opportunity employer that hires talent regardless of age, race, creed, color, religion, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality, sex, status as a protected veteran or any other legally protected grounds and will not discriminate on these bases.

If you have special accessibility requirements that need to be considered during the recruitment process, please let us know by emailing us at hr@timscamps.com and a member of our HR team will get back to you. Information received relating to accommodation needs of applicants will be addressed confidentially.