

# Employment Opportunities

## 2026 Summer Parks Labourers

### APPLICATION PROCESS

1. Submit your completed application at Oak Bay Recreation Centre, 1975 Bee Street, Victoria, BC V8R 5E6 or email to [recreationjobs@oakbay.ca](mailto:recreationjobs@oakbay.ca)  
**Applications must be received by 4:30pm, Monday, February 23, 2026.**
2. Applicants will be considered for all positions for which they are qualified. If you only want to be considered for specific positions, please indicate on the application form.
3. Shortlisted applicants will be contacted by e-mail if selected for an interview. Please ensure your email address is clearly printed on the application form and please add [prchumanresources@oakbay.ca](mailto:prchumanresources@oakbay.ca) to your safe list for incoming emails.

*We regret that only shortlisted applicants will be contacted. Late applications will be considered after applications received by closing date are processed.*

### HIRING PROCESS

1. Shortlisted applicants will be contacted by email by start of March 2026.
2. Interviews will be conducted between March 9-13, 2026.
3. Only shortlisted applicants will be required to provide an original Police Information Check with Vulnerable Sector Screening dated within one year, to be presented to Human Resources by the specified date in the request email. (Note: It is the applicant's financial responsibility to obtain this).
4. Successful applicants will be offered positions by e-mail by end of April 2026.

### RESPONSIBILITIES

- Prepares and cares for the grounds and playing surfaces throughout the municipality.
- Upkeep and irrigation of parks and boulevards.
- Performs routine tasks such as weeding, watering, cultivating, trimming and cutting of grass.
- Cleans debris and litter from assigned areas.
- Operation of various types of equipment related to the various tasks assigned.

### QUALIFICATIONS

- Experience or training in parks, irrigation, and ground maintenance.
- Ability to deal with the public in a tactful and diplomatic manner.
- Ability to work both as a team member and with minimum supervision.
- Valid BC Driver's License.
- Current Emergency First Aid and CPR-C.
- Provision of a current Police Information Check with Vulnerable Sector Screening (Note: This is the applicant's financial responsibility to obtain this).



# POSITIONS

RATE: \$34.79/hr (\$30.52/hr + \$4.27/hr in lieu of benefits) – 2024 rates

NOTE: All positions are subject to change due to seasonal requirements. All positions are Union CUPE Local 374.

## POSITION 1 – Greens Keeper (1 POSITION)

**DATES:** Mid March-Mid November

**DAYS:** Saturday, Sunday and Statutory Holidays

**TIMES:** 6:00-11:00am

## POSITION 2 (3 POSITION)

**DATES:** May 4-September 4

**DAYS:** Monday-Friday

**TIMES:** 7:00am-3:30pm

## POSITION 3 (1 POSITION)

**DATES:** June 1-August 28

**DAYS:** Monday-Friday

**TIMES:** 7:00am-3:30pm

## POSITION 4 (1 POSITION)

**DATES:** April 1-September 27

**DAYS:** Wednesday-Sunday

**TIMES:** Wednesday-Friday – 2:30-11:00pm  
Saturday-Sunday – 12:00-8:30pm

## POSITION 5 – Tree Watering (1 POSITION)

**DATES:** April-August

**DAYS:** Monday-Friday

**TIMES:** 6:00am-2:30pm or 2:30-11:00pm

## POSITION 6 – Tree Watering (1 POSITION)

**DATES:** April-September

**DAYS:** Monday-Friday

**TIMES:** 6:00am-2:30pm or 2:30-11:00pm



## 2026 Summer Parks Labourer - Application for Employment

Please print legibly and provide complete information to every question. Information provided will remain confidential.

Last Name

First Name

Phone

Email

Street Address

City

Postal Code

Are legally authorized to work in Canada?

☐

Yes

☐

No

Are you a past or present employee of  
Oak Bay Parks, Recreation & Culture?

☐

Yes

☐

No

### EDUCATION

Returning?

In Progress

Completed

University/College

☐☐

High School

☐☐

### CERTIFICATIONS

Please bring original documents to the interview

☐

Emergency or Standard First Aid with CPR-C

☐

Valid BC Drivers License

### EXPERIENCE

☐

Experience or training in parks, irrigation, and/or  
ground maintenance.

### I WOULD LIKE TO BE CONSIDERED FOR:

☐

All positions for which I am qualified for

The following positions only:

☐

Position 1

☐

Position 2

☐

Position 3

☐

Position 4

☐

Position 5

☐

Position 6

### HOW TO APPLY

Submit your completed application form and/or resume to:

Oak Bay Recreation Centre (1975 Bee Street, Victoria, BC, V8R 5E6)

OR Email: [recreationjobs@oakbay.ca](mailto:recreationjobs@oakbay.ca) OR Fax 250-370-7127

**Applications must be submitted by  
4:30pm, Monday, February 23, 2026**

\*All late applications will only be considered after all other eligible applicants\*

## LAST OR PRESENT EMPLOYMENT

Name of Business	Dates Employed (from/to)
Type of Business	Your Job Title
Job Duties & Responsibilities	
Reason for Leaving (if applicable)	

## PREVIOUS EMPLOYMENT

Name of Business	Dates Employed (from/to)
Type of Business	Your Job Title
Job Duties & Responsibilities	
Reason for Leaving (if applicable)	

## REFERENCES (OPTIONAL)

References should be former supervisors or educators fully familiar with your education and experience.

Name	Phone Number	Email	Relationship

## COMMENTS

What other abilities, skills or special qualities do you feel possess that would help you in this role of a Summer Parks Labourer?  
Please submit a cover letter if you wish to provide us with further information about yourself.

I hereby certify that the answers given by me in this application are true and complete. I understand and agree that if any of such answers are at anytime found to be false, the Corporation of the District of Oak Bay may at its option and its sole discretion, terminate my employment. All employees shall, as a condition of employment, become members of CUPE Local 374.

Date:

Applicants Signature: