

# Support & Inclusion Instructor

June 29-September 4, 2026 (Summer Camps)

Posting #PRC2026-38

Oak Bay Parks, Recreation, and Culture is seeking Inclusion Instructors for our Summer Camp programs. Under the direction of the Inclusion Programmer and Inclusion & Support Team Leader, Instructors will work directly with children with support needs and provide them with tools and adaptations to thrive in the program. You will work alongside the Summer Camp staff to create a safe, healthy, and equitable environment for all children. Our Auxiliary staff enjoy a free Staff Pass when they work one shift per week, flexibility in hours to accommodate different lifestyles, a culture that cares about work-life balance, and 14% pay on top of their hourly wage in lieu of benefits. We foster a learning environment and provide you with on-the-job training. We acknowledge and respect that the District of Oak Bay lies in the traditional territory of the ləkʷəŋən people, known today as the Songhees and Esquimalt Nations, and that their historic connections to these lands continue to this day.

## RESPONSIBILITIES

- Planning and adapting daily scheduled activities for a child or children who require additional support.
- Liaise with children, parents/guardians, program staff, and community partners in friendly manner.
- Developing lesson plans, sensory projects, care plans, and adaptations as needed.
- Ability to work without direct supervision.
- Adhere to all safety standards for protection of all participants.

## QUALIFICATIONS

- Ability to work as an effective team member.
- Experience working directly with children with support needs and/or disabilities, in a recreational environment.
- Current Emergency First Aid or Standard First Aid with CPR-C certification.
- Provision of a current Police Information Check with Vulnerable Sector Screening (Note: This is the applicant's financial responsibility to obtain this).

<b>HOURS OF WORK</b>	<b>Monday-Friday.</b> Shift times vary (up to 40 hours/week as required).  <i>Note: Shifts are dependent on support funding and partnerships with Island Health, Supported Child Development.</i>
<b>LOCATION(S)</b>	Oak Bay Recreation Centre, Neighbourhood Learning Centre, Henderson Recreation Centre and/or Windsor Park Pavilion
<b>RATE</b>	\$28.28/hr-\$29.66/hr (\$24.81-\$26.02 per hour plus \$3.47-\$3.64 per hour in lieu of benefits) – 2026 rates
<b>STATUS</b>	Auxiliary (This is a union position)
<b>BENEFITS</b>	<ul style="list-style-type: none"> <li>• 14% in lieu of benefits per hour.</li> <li>• Staff Membership to drop-in the weightroom, fitness classes, skating, and pool (applicable to employees with 1 or more set shifts per week)</li> </ul>

Please submit applications by 4:30pm, Friday, May 8<sup>th</sup>, 2026 to:

Job Application Drop Box, Oak Bay Recreation Centre, 1975 Bee Street, Victoria, V8R 5E6 or

Email to: [recreationjobs@oakbay.ca](mailto:recreationjobs@oakbay.ca)

Subject line in email should read: PRC2026-38 Summer Camp Support & Inclusion Instructor

Please note that only short-listed applicants will be contacted after the closing date of the posting