



NATIONAL ADVOCACY.
COMMUNITY ACTION.



JOB POSTING

MANAGER, CAMPING AND OUTDOOR EDUCATION



Employment Type: Full-Time, Permanent
Work Hours: 35 hours per week
(Per Management Hours of Work Policy)
Salary: \$68,794 - \$80,528 annually;
plus comprehensive benefits package
Location: Toronto / Parry Sound, Ontario
Application Deadline: Monday, February 6, 2023

JOIN OUR TEAM

Are you passionate about creating and providing a high-quality camp experience for girls and gender diverse youth? If the concepts of feminism, anti-oppression, racial and gender diversity speak to you, have we got a job you should consider! On the shores of Georgian Bay, 93 year old YWCA Camp Tapawingo is in the midst of an exciting re-imaging of a traditional girls camp to reflect the evolving demographics of multicultural Toronto within a beautiful wilderness environment with all the benefits and fun of challenging outdoor activities.

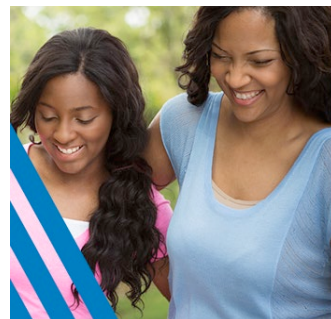


YWCA Toronto strives to uphold anti-discrimination practices and anti-oppression principles to ensure that the rights of all individuals are respected and protected. We work to promote a climate that is welcoming of all women and individuals who identify as Trans, intersex, non-binary, agender, and/or Two-Spirit. We encourage applications from women and gender diverse people from all races, ethnic origins, religions, abilities and sexual orientations.



ABOUT YWCA TORONTO

YWCA Toronto is dedicated to improving the lives of women, girls and gender diverse people. Our programs promote equality, economic security and lives free from violence. We help women, youth and gender diverse people flee violence, secure housing, find jobs, establish their voices, enhance skills and develop confidence. We offer a range of housing options, employment and training programs, community support programs, girls' programs and family programs. We also engage in systemic advocacy.



Vision and Mission: YWCA Toronto seeks a radical transformation of society where all women, girls and gender diverse people can thrive. YWCA Toronto is a leader and collaborator in the provision of feminist, intersectional and transformative shelter and housing, employment and training, leadership, and advocacy services for women, girls and gender diverse people.

RESPONSIBILITIES

- Participates with the Director of Girls, Youth and Family Programs to develop long and short-term plans for the program to meet the identified needs of the participants and the overall organizational objectives and departmental/program plans;
- Trains, coaches, and monitors staff performance to support staff in meeting performance expectations and ensure the camp meets organizational objectives;
- Develops and maintains positive working relationships with local community agencies, particularly those serving diverse communities;
- Ensures the proactive implementation of the DEI policies and procedures of the Association in consultation with the Director of Girls, Youth and Family Programs and the Director of Human Resources and Administration;
- Develops, implements and evaluates DEI strategy and progress through a data-driven approach and utilizes data to help inform priorities and measures the effectiveness of programs and initiatives;
- Prepares and monitors the program budgets in consultation with the Director;
- Develops and implements annual promotions and publicity campaign in consultation with the Director of Advocacy and Communications and Director of Girls, Youth and Family Programs;
- Ensures the overall maintenance of the facility in consultation with the Director of Girls, Youth, and Family Programs and the Director of Property Services, including long-range preventive maintenance, service contracts, and the supervision of maintenance staff.

QUALIFICATIONS

- Advanced knowledge of the concepts and theories relating to the operation of a residential camp with physical, wilderness, and leadership activities for girls, gender-diverse youth through completion of a degree in Physical Education, Social Work, or Recreation with five to seven years directly related experience (**Cases for Equivalency will be considered**);
- Strong experience working with youth and vulnerable populations, including evidence of strong cultural competence and demonstrated commitment to working with diverse communities and/or work environments;
- Knowledge of building/property, financial, and human resource management is required as well as previous work in a multicultural, unionized environment;
- Demonstrated experience in program development and program evaluation required;
- Excellent written and oral communication skills are essential;
- Thorough knowledge of girls', gender diverse youth and women's services and access and equity issues is required;
- Small Drinking Water Systems Certification from the Ministry of the Environment is required;
- Working knowledge of current computer applications is necessary, e.g. CampBrain, Microsoft Office, Teams/Zoom, E-mail, and the Internet.

HOW TO APPLY

Please submit your cover letter and résumé to Racheal Lawrence, Director of Girls, Youth and Family Programs at GirlsYouthFamilyJobs@ywcatoronto.org

WORKING CONDITIONS

The successful candidate is required to live on site at YWCA Camp Tapawingo in Parry Sound from April to October. Hours of work are irregular during the summer months and include regular travel. Must have access to a motor vehicle. During off-season, the incumbent will work from the office in Toronto.

Vaccination Policy: In accordance with YWCA Toronto's COVID-19 Vaccination Policy, all YWCA Toronto employees are required to be fully vaccinated with a COVID-19 vaccination series by October 30, 2021. As a condition of hire, new staff will be required to submit proof of vaccination prior to their first day of work. The YWCA will consider written requests for accommodation under the Human Rights Code on a case by case basis and will accommodate those individuals who are legally entitled to accommodation.

Please note: A vulnerable sector police reference check is required by the successful candidate prior to hiring. YWCA Toronto is a unionized workplace. Staff are represented by CUPE Local 2189. This position is not within the Bargaining Unit. **Please indicate on your cover letter and email subject line if you are an internal candidate.** For internal applicants, this position is not secondable.

YWCA Toronto promotes the principles of anti-oppression and adheres to the tenets of the Ontario Human Rights Code. We encourage applications from women and gender diverse people of all races, ethnic origins, religions, abilities and sexual orientations.

YWCA Toronto provides accommodation during all parts of the hiring process, upon request, to applicants with disabilities. If contacted, please advise us if you require any accommodation. While we thank all candidates for their interest, only those selected for an interview will be contacted.

YWCA Toronto is a Scent-Sensitive Workplace.

Posting Date: January 26, 2023