

The Town of Ladysmith provides its employees the opportunity to make a positive and meaningful impact on the daily lives of the public we serve. Are you looking for a dynamic and interesting career? The Town of Ladysmith is seeking a self-motivated professional for our Summer Children's Programs.

TEMPORARY FULL TIME
JUNIOR LEADER – SUMMER CHILDREN'S PROGRAMS
(1 Position)
Internal/External Competition #2026-09

Department: Parks, Recreation & Culture

Duties/Qualifications: See attached Job Description

Rate of Pay: \$17.85 per hour (2025 rate)

Hours of Work: 35 hours per week
June 20, 2026 – August 25, 2026

Conditions of Employment *As this position is funded by a Canada Summer Jobs grant eligible applicants must:
a. be between 15 and 30 years of age at the start of employment;
b. be a Canadian Citizen, permanent resident, or person on whom refugee protection has been conferred; and
c. is legally entitled to work in BC, Canada.

Union: Canadian Union of Public Employees (C.U.P.E.) Local 401

Benefits: As per the Collective Agreement

Reporting To: Programmer – Recreation

This job posting will remain open until **4:00 PM February 17, 2026**. For further information please contact Matt Arnett at marnett@ladysmith.ca or 250.245.6414 ext. 6243.

If you are interested in applying for the position, send a detailed resume which notes your qualifications and experience relevant to the job description in a **WORD or PDF** format only to:

Trish McConnell, Manager of Human Resources
City Hall, 410 Esplanade
Ladysmith, BC V9G 1A2
Email: careers@ladysmith.ca; Ph: 250.245.6412

We would like to thank all who apply, but only those applicants selected for an interview will be acknowledged.

Per CUPE Agreement Article 15.02: "applicants for this position shall agree that in the event of a grievance regarding filling of this posting, interview and selection documentation shall be released to the union."

The Town of Ladysmith is committed to diversity and inclusivity in our employment practices. We are an equal opportunity employer that is committed to inclusive, barrier-free recruitment and selection processes.



TITLE: JUNIOR LEADER
DEPARTMENT: COMMUNITY SERVICES
DIVISION: PARKS, RECREATION AND CULTURE
CATEGORY: UNION CUPE LOCAL 401
BAND: STUDENT SCHEDULE – JUNIOR LEADER

GENERAL ACCOUNTABILITY

Reporting to the Programmer, Recreation & Culture, the Junior Leader assists in providing summer day camp / playground opportunities for children and will directly lead and supervise the activities.

PRIMARY DUTIES AND ACCOUNTABILITIES

- Supervise and lead activities for children 5 - 13 years of age. Activities may include games, arts and crafts, outdoor activities, out trips, swimming, special events and more;
- Assist in planning and organizing activities for day camps / playgrounds including revision of the schedule and updates as necessary;
- Assist in the supervision of volunteers involved in the program;
- Assist in monitoring daily attendance, medical information forms, equipment and supply levels, and note any damages or deficiencies;
- Other related duties as required.

REQUIRED QUALIFICATIONS, KNOWLEDGE, SKILLS AND ABILITY

1. As this position is funded by a Canada Summer Jobs grant incumbents must be between 15 and 30 years of age at the start of employment.
2. Possess high energy level, enthusiasm, empathy and genuine interest in working with children.
3. Demonstrated ability to safely and effectively supervise children.
4. Knowledge of age appropriate activities.
5. Demonstrated ability to exercise good judgment.
6. Knowledge of behaviour management.
7. Outdoor skills will be an asset.
8. An open-minded convener of ideas.
9. Stamina, energy, and willingness to commit to quality pro-active results.
10. Valid standard first aid certification including CPR-C.
11. Demonstrated initiative without supervision or specific direction; completing tasks by removing barriers and locating necessary resources.
12. Demonstrated ability to communicate effectively in a wide variety of situations applying diplomacy and interpersonal skill to establish and maintain productive relationships.
13. Demonstrated high level of focus on internal and external client service continuously seeking ways to meet and exceed client expectations.
14. Demonstrated ability to work cooperatively within a team and with Town employees, stakeholders and partners to achieve optimal results.
15. Demonstrates valuing diversity.

Working together to build our future