



Camp Kawartha

Outdoor Education Centre ○ Environment Centre ○ Summer Camp

Main Office: 1010 Birchview Road, Douro-Dummer, ON

Phone: 705-652-3860 Website: www.campkawartha.ca

Land Activities Director

Reports To: Summer Camp Director, Assistant Summer Camp Director

Job Type & Contract Length: Full time, Seasonal -10 weeks

(Sunday, June 14, 2026 – Saturday, August 22, 2026)

Starting Rate: \$7500 (room and board included)

Position Summary: The Land Activities Director is a senior leader responsible for the daily planning, delivery, and supervision of all land-based adventure programming at Camp Kawartha, including high ropes, low ropes, the rock wall, and leadership challenge initiatives. Working closely with the Ropes Specialist and Senior Leadership Team, this role creates safe, fun, and confidence-building experiences through strong staff training, clear facilitation, and consistent safety standards. This role also helps campers take healthy risks by supporting both their physical safety and their emotional comfort during challenge activities. The Land Activities Director ensures all course areas and equipment are inspected, cared for, and ready each day, and helps build a land program where campers and staff feel supported, capable, and excited to try something new.

Key Responsibilities:

- Oversees daily land program operations including high ropes, low ropes, the rock wall, and leadership challenge initiatives, ensuring programming runs smoothly, safely, and on schedule.
- Completes and documents all required daily safety checks of ropes course elements, rock wall systems, harnesses, helmets, and related land equipment, ensuring all areas remain compliant, hazard-free, and safe for camper and staff use.
- Leads seasonal set-up and take-down of ropes and rock wall areas, ensuring all elements are inspected, assembled/dismantled safely, and prepared according to established standards.
- Maintains land activity equipment and systems including regular inspections, inventory tracking, proper storage, and ensuring gear is clean, organized, and well cared for throughout the summer.



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- Plans and facilitates engaging, age-appropriate land programming that supports skill-building, confidence, and healthy risk-taking, including adventure classes for older campers and leadership programming.
- Trains, coaches, and supports staff in safe facilitation practices, equipment use, and camper management on challenge course elements, reinforcing clear expectations and consistent safety standards.
- Supports camper care during challenge activities by helping campers feel calm and safe, especially when fear or anxiety shows up on the rock wall or ropes elements, and by coaching staff in effective emotional support strategies.
- Works to engage campers' curiosity in the natural world by incorporating the resources around the land activity areas (e.g., Canoe Gardens / range space) to support meaningful connection when not actively running challenge programming.
- Supports and supervises the Ropes Specialist, building positive, professional working relationships and providing guidance, feedback, and problem-solving support. Provides ongoing coaching and completes two staff evaluations (mid-session and end-of-session) with written and verbal feedback.
- Reports concerns and escalates safety issues promptly to the Summer Camp Director, including equipment concerns, hazards, near-misses, or staffing/training gaps that could impact safe operations.
- Assumes additional Senior Staff responsibilities as required to support overall camp operations and leadership team needs.

Job Requirements:

- Standard First Aid with CPR-C (required)
- Clear Police Record Check / Vulnerable Sector Check (required for ages 18+)
- CUI Level 2 Certification (required) **or** 200+ hours of ropes/challenge course facilitation experience with willingness to obtain CUI Level 2 (required)
- National Lifeguard (NL) (asset; priority given in hiring)
- Demonstrated experience facilitating high ropes, low ropes, and/or rock wall programming with safe, confidence-building instruction for different ages and abilities.
- Strong safety judgment and calm decision-making, able to assess risk, enforce rules consistently, and respond effectively in the moment.



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- Strong leadership and staff supervision skills, with the ability to coach, set clear expectations, and support staff growth and confidence in facilitation.
- Strong equipment care and organization, including daily checks, inventory tracking, proper storage, and reporting/flagging concerns early.
- Ability to lead or support seasonal set-up and take-down of ropes/rock wall areas, ensuring systems are inspected and maintained according to established standards.
- Comfortable supporting camper emotional safety, especially when fear or anxiety shows up during challenge activities.
- Enjoys working with youth and creates a positive, encouraging environment where campers feel supported to try new things.
- Able to meet the physical, emotional, and scheduling demands of working in an overnight camp setting

Equity, Inclusion and Accessibility

Camp Kawartha is committed to fostering a safe, welcoming, and inclusive community for all. We support applicants and staff with disabilities throughout the recruitment and employment process and, upon request, will work with individuals to identify reasonable accommodations that maintain camper safety and program quality.

Camp Kawartha is an equal opportunity employer and values the diversity of our community, including differences in race, colour, religion, national or ethnic origin, gender, sexual orientation, and gender identity. We welcome and encourage applications from candidates with diverse backgrounds, identities, and lived experiences who share our commitment to inclusion and stewardship.