MUNICIPALITY OF THE COUNTY OF CUMBERLAND

Position Description

Parrsboro, Springhill and Pugwash
Summer Recreation Inclusion Leader

Term of employment: June 1st – Aug 28th, 2026

Description

The Summer Inclusion Recreation Leader is responsible for supporting the successful participation of children and youth with diverse needs within municipal summer recreation programming. This position plays a key role in the delivery of the weekly Day Camp Program, sport programs, and community-based recreation opportunities, with a specific focus on 1-on-1 support, behavioural guidance, and inclusive program adaptation.

The Inclusion Leader works closely with the Summer Recreation Supervisors, Recreation Programmer, Sports Coordinator, and Recreation Leaders to ensure all programs are safe, inclusive, and responsive to individual participant needs. This position will begin earlier in June to support preparation, planning, training, and early program delivery. Programming focuses on connecting children to nature, encouraging creativity, introducing a variety of games and sports, and supporting active participation in a safe and welcoming environment.

This position is based on a 40-hour condensed 4-day work week (Mon-Thurs). It may require evenings and, on rare occasions, weekend shifts.

Key Outcomes and Responsibilities

- Provide 1-on-1 or small-group support to campers requiring additional assistance to fully participate in programs.
- Implement individualized support strategies based on parent/guardian input, supervisor guidance, and inclusion plans.
- Support campers experiencing behavioural, emotional, social, or sensory challenges using positive behaviour support strategies.
- Ensure the supervision, safety, and well-being of all participants during programs and events.
- Support the delivery of inclusive, age-appropriate, and developmentally appropriate programming.

- Adapt games, activities, equipment, and instructions to ensure accessibility for participants of all abilities.
- Work in coordination with the Summer Recreation Supervisors, Sports Coordinator, Recreation Programmer, and Recreation Leaders to support inclusive program delivery.
- Provide guidance and support to fellow staff on inclusive practices and behaviour strategies when appropriate.
- Assist with the planning and delivery of community events and summer programming.
- Support the creation and delivery of promotional materials for summer programs and events.
- Participate in training, planning meetings, and program evaluations.

Qualifications & Skills

- Strong time management, coordination, and communication skills.
- Demonstrated experience supporting children with behavioural, emotional, or diverse needs.
- Knowledge of child development, inclusion practices, and behaviour support strategies.
- Experience working in recreation or community programming with children and/or adults.
- Professional, compassionate, patient, and supportive demeanor.
- Ability to work effectively both independently and as part of a team.
- Positive attitude and proactive problem-solving skills.

Requirements

- Current Criminal Record Check and Child Abuse Registry Check.
- Current Emergency First Aid and CPR certification.
- Ability to legally work in Canada.

The hourly rate is currently under review and will be no less than minimum wage.