

## General Manager, Camping and Outdoor Education

**Location:** YMCA Wanakita, 1883 Koshlong Lake Road, Haliburton, ON K0M 1S0

**Position Type:** Full-time

**Salary Range:** \$65,000 to \$75,000 annually (commensurate with experience)

### Position Description:

Reporting to the Vice President of Overnight Camping and Outdoor Education, the General Manager, Camping and Outdoor Education is a member of the Senior Leadership Team, related to all aspects of YMCA Wanakita Program operations. The position includes direct line supervision of the staff and volunteers of YMCA Wanakita. The position also carries responsibility for the overall program delivery related to the summer camp and outdoor education programs, food services, and housekeeping support services. The successful incumbent will participate as a member of the Branch Leadership Team and is expected to navigate a wide range of team members to ensure productivity, quality control, and safety measures are consistently maintained and implemented.

A fundamental element of this role is the ability to effectively carry out managerial responsibilities in accordance with YMCA policies and regulations related to Ministry of Labour, Ministry of Environment, Public Health, Ontario Camps Association, Ontario Physical and Health Education Association, Association of Challenge Course Technology and other related regulatory bodies governing the operation of YMCA Wanakita.

### In this position, you will:

- Provide overall camp program operation leadership; responsible for the development/implementation of operational plans while respecting Executive Limitations and the Association's Human Resource Policies and Procedures
- Contribute program information and recommendations to strategic plans and reviews; prepare and complete action plans; quality, and customer-service standards; resolve problems; complete audits; identify trends
- Management off-site excursions (overnight canoe trips, off-site lakes, etc.) and ensuring risk assessments are regularly performed and up to date
- Maintain safe and healthy work environment by establishing, following, and enforcing standards and procedures, complying with legal regulations
- Manage staff levels, wages, hours, and contracts against revenues work with schools, superintendents and boards to verify compliance with regulatory standards such as OPHEA
- Run a safe, injury/accident free workplace
- Manage relationships with key internal and external stakeholders
- Serve as primary point of contact when there are customer issues related to program quality and customer service
- Recruit, select, train, assign, schedule, coach, counsel, and manage employees
- Communicate all program policies and/or issues at department meetings
- Work closely with the Food Services Director, Summer Kids, Family Camp and Outdoor Centre Director teams for the successful delivery of programs throughout the year

**You bring:**

- A degree or diploma in camp management, business, marketing or another related field
- 5 to 10 years of camp leadership, senior leadership or management experience. YMCA experience is a deemed an asset, but not required.
- Certification in Standard First-Aid, CPR-C is a requirement.
- Appropriate certifications and experience in the camping and outdoor services fields (i.e., Challenge Course levels, National Lifeguard Certification, etc.) can be completed at time of hire.
- Must provide a current and satisfactory Vulnerable Sector Screening as per the Association's policy prior to the start of employment
- You are a strong communicator and able to effectively speak with colleagues, campers, and parents on a regular basis, especially where challenging or difficult messaging is required
- Provide strong references that speak to your positive attitude and strong work ethic
- Strong communication skills, both written and verbal

**Interested in applying?**

Please submit your resume to: [andy.gruppe@ymcahbb.ca](mailto:andy.gruppe@ymcahbb.ca)

The YMCA of Hamilton | Burlington | Brantford is committed to creating an inclusive, diverse, equitable and accessible environment. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or neurodiversity.

We understand the social barriers preventing individuals from applying for open roles. We encourage those from the Indigenous, 2SLGBTQIA+, BIPOC, and Disabled communities to apply.

If you need any accommodation throughout the recruitment process, please do not hesitate to contact our People, Leadership and Culture Department [plc@ymcahbb.ca](mailto:plc@ymcahbb.ca)