



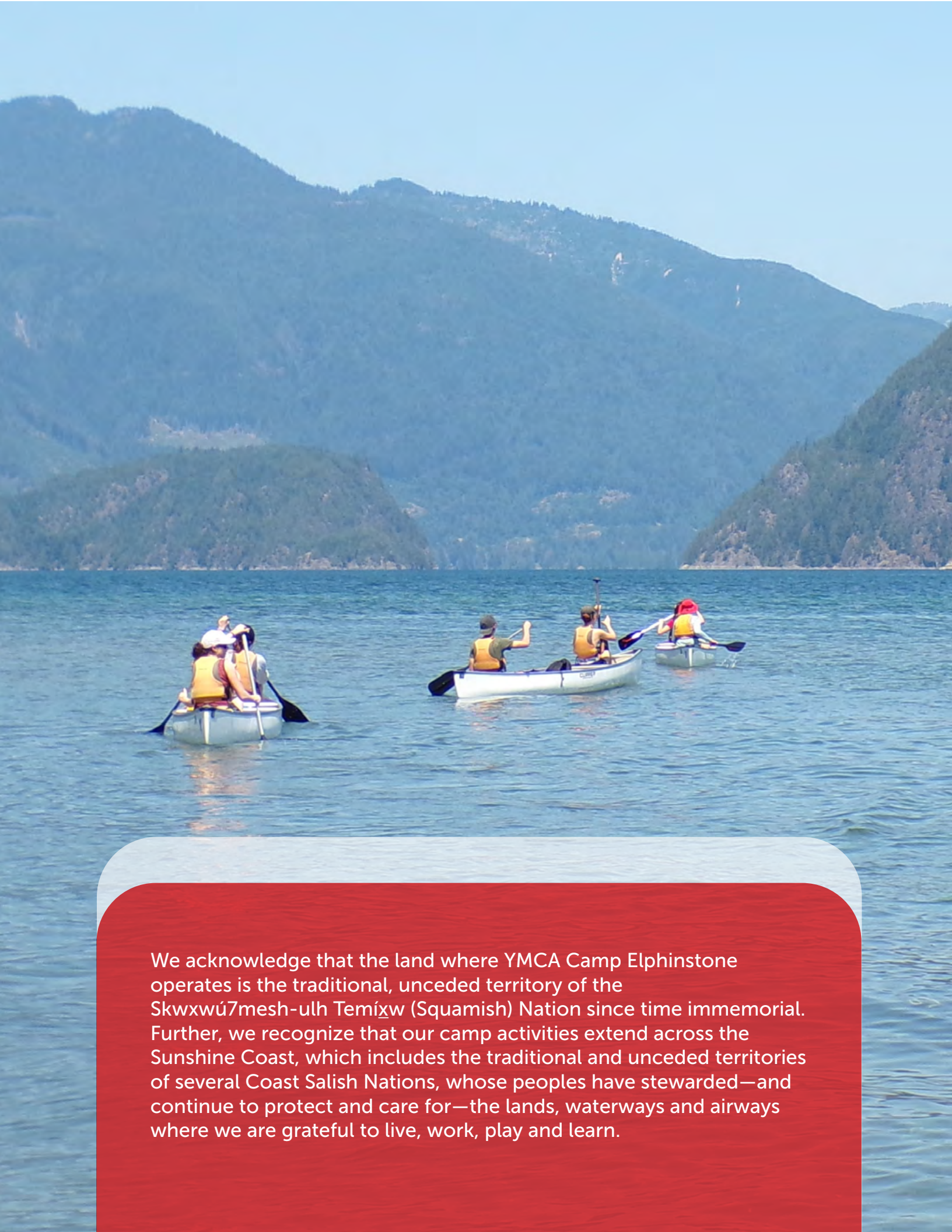
YMCA
Camp Elphinstone

2026 Employment Opportunities Handbook



Shine On





We acknowledge that the land where YMCA Camp Elphinstone operates is the traditional, unceded territory of the Skwxwú7mesh-ulh Temíxw (Squamish) Nation since time immemorial. Further, we recognize that our camp activities extend across the Sunshine Coast, which includes the traditional and unceded territories of several Coast Salish Nations, whose peoples have stewarded—and continue to protect and care for—the lands, waterways and airways where we are grateful to live, work, play and learn.



We are Camp Elphinstone

YMCA Camp Elphinstone is located on the Sunshine Coast near Gibsons, a 40-minute ferry ride from Horseshoe Bay in West Vancouver. Camp Elphinstone offers outstanding camping adventures lasting up to two weeks for kids aged 5 to 16 years old, outdoor education experiences for school groups, and private rentals. We are committed to the growth and development of individual campers through the cabin group process and individual choice activities, waterfront and land-based activities, and out trips. Camp Elphinstone welcomes campers from the Lower Mainland, Canada, and around the world.

The YMCA Tradition Continues

YMCA Camp Elphinstone is entering its 120th year of offering young people from the Lower Mainland and beyond rewarding camping experiences. As one of the largest providers of YMCA overnight, day, and international camping experiences in Canada, we serve approximately 2,400 children and youth each summer at YMCA Camp Elphinstone, and approximately 8,000 participants among all of our programming throughout the year.

At YMCA Camp Elphinstone, we embrace a unique program focus while staying true to our purpose: igniting a sense of belonging and promoting equitable access to healthier outcomes for everyone in our communities. We are committed to advancing health equity, creating opportunities, and fostering potential, so that every individual can thrive.

Our Vision, Purpose & Values

At YMCA BC, we envision vibrant, healthy and inclusive communities for all.

We ignite belonging by enabling everyone in our communities to have equitable access to healthier outcomes.

In pursuit of this purpose, we will be inclusive, supportive, innovative and accountable.

In addition to YMCA Healthy Child Development principles and program standards, we are proud to work within the guidelines of the following organizations:



Are you a fit?

Successful Camp Elphinstone staff...

- Are self-motivated individuals with ambition to share a passion for camp and the outdoors while integrating and promoting healthy child and youth development.
- Demonstrate YMCA BC values, are highly skilled, flexible, and can commit to the full camp season.
- Are positive role models and leaders for all campers.
- Provide campers with opportunities to grow and develop as individuals.
- Approach each day with maturity, a high level of self-motivation, and an enthusiasm for working in a team.
- Are excited to work in an environment that is focused on helping children build connections and reach their potential.
- Comply with the Code of Conduct for a Respectful Environment.

Camp Elphinstone employs approximately 125 staff and volunteers during July and August, and a smaller core team of 20-50 in the spring and fall. Working and volunteering at camp can be very demanding: 24 hours a day, four to six days a week, living in close quarters with other people.





Camp Elphinstone Workplace Essentials

Prior to completing and submitting your application for the camp job(s) you are interested in, please be sure that you are able to contribute to a work environment that operates based on the following Six Workplace Essentials:

- 1 Healthy Child Environments:** We build a healthy camp environment using YMCA models of Healthy Child and Positive Youth Development as our guide, healthy relationships and responsible behaviour, and create space for individual thought and reflection.
- 2 Safety:** Our top priority is the active, educated, and thorough supervision of campers and participants. We understand and instruct the YMCA's safety standards (using the YMCA's practices) and are mentors in guided discovery with campers and participants, both on- and off-site.
- 3 Professional Learning:** We have a clear goal of creating experiences for the YMCA, with whom we have signed a contract. We ask for and accept constructive feedback and implement the solutions that will improve the experience for fellow staff, campers, guests and participants. We accept with maturity and professionalism the responsibility for our actions.
- 4 Great Service:** We are dedicated to exceptional service, striving to deliver a five-star experience for campers, participants, and guests. Our programs are thoughtfully designed to foster a strong sense of belonging and inclusion.
- 5 Hard Work:** We wake up early and are in bed by staff curfew. We assist campers during the day and night. We know that during each day, some things will be unpredictable. Things don't always go our way, and we accept this. We ask for support, and we carry on with our good work. Each of us remains a positive leader through long days while demonstrating a caring attitude.
- 6 A Sense of Fun, Joy and Curiosity:** We have an optimistic perspective, and find it joyful and fun to care for children outdoors and do so as a member of a team. We create the kind of fun that is respected in the field of professional outdoor education.

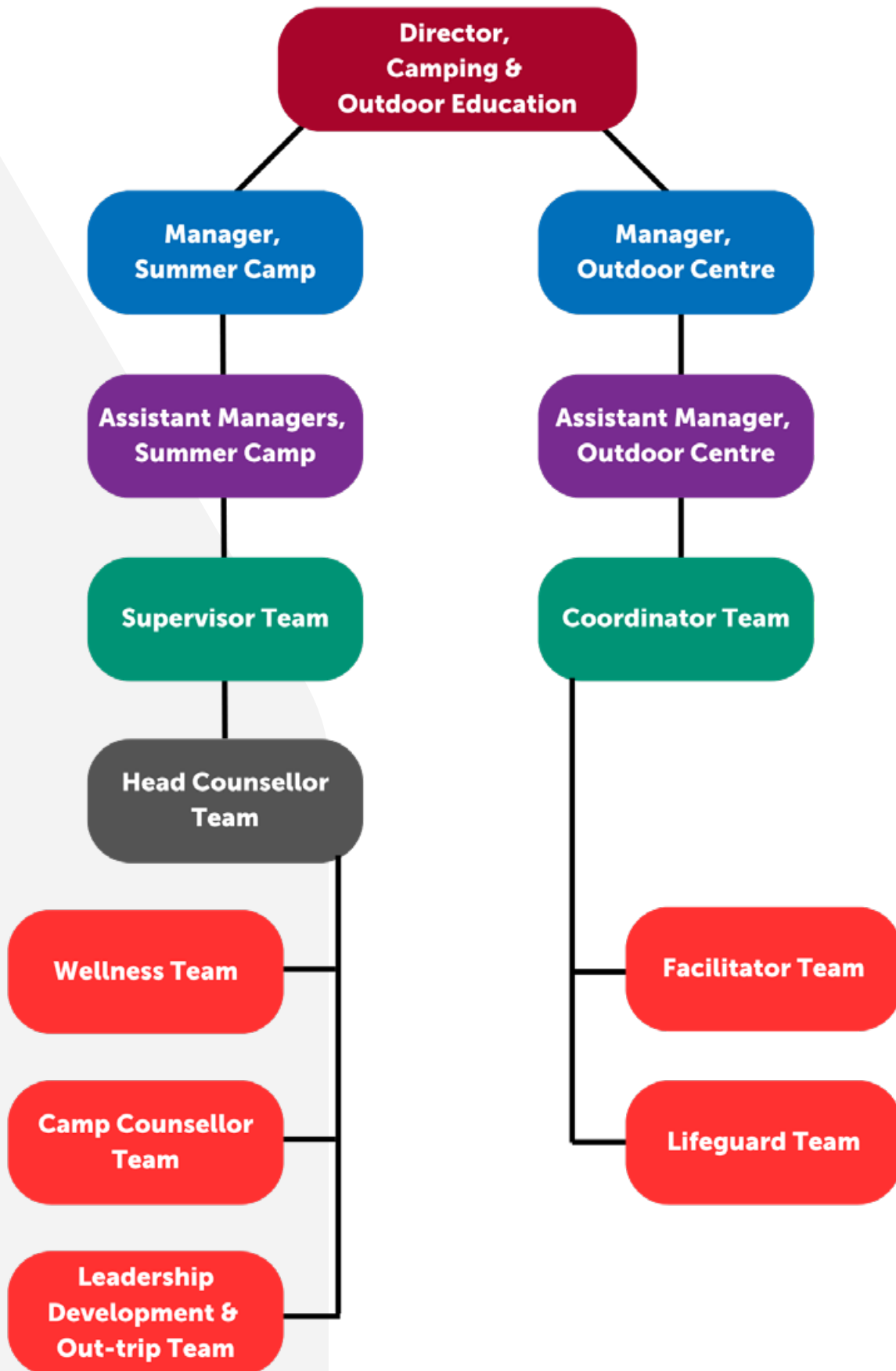
Benefits of working at YMCA Camp Elphinstone

Members of our staff team enjoy a number of great perks! These include:

- The opportunity to live, work and play on 144 acres of rainforest and oceanfront property.
- Casual dress.
- Engagement with a diverse group of international staff members and campers.
- Access to camp program facilities for personal use while not being used by campers. Take out a SUP on the ocean, climb our rock-climbing tower, visit our on-site downhill mountain biking course and take one of our bikes out for a ride.
- An opportunity for outdoor living and adventure skill development, such as camping and out-tripping, sea kayaking, canoeing, kayaking, sailing, mountain biking and climbing.
- Free YMCA gym membership to utilize when visiting the city.
- Only a 40-minute ferry ride from Vancouver—a great place to explore on days off with your peers.
- Access to the YMCA Employee Assistance Program.
- Flexible schedule to accommodate personal needs, such as virtual therapy appointments.
- Three meals each day and a variety of snacks provided by our kitchen team.



Camp Elphinstone Organizational Chart



YMCA Camp Elphinstone Compensation Structure

In order to ensure that our staff are being compensated in a fair and transparent fashion, we have updated the compensation structure. The general guidelines can be found in the table below. All seasonal outdoor education and summer camp positions fall under the category of a “live-in camp leader” and will be paid in accordance with s.16(2) of the BC Employment Standards Regulation. Please note that certifications considered relevant to your role and the final salary offers are at the discretion of the camp management team. If a staff member wishes to use part of their employment as volunteer hours, they will not be paid for that time.

Camp Elphinstone Staff Training

All new and returning Camp Elphinstone employees are required to participate in a minimum week-long training program that serves as the foundation for ensuring that our employees are set up to provide an exceptional camp experience. Staff training takes place on-site at Camp Elphinstone. The staff training period is included in each staff member’s contracts, staff are paid for the training period, and room and meals are provided. Permission from the camp management team is required to miss any part of staff training. Priority will be given to candidates who can commit to the full training period. **Start dates listed indicate the first day of staff training, which begins in the morning on that date, meaning you are expected to arrive at camp the evening prior to be ready.**

Certification Legend

On the employment opportunity tables that follow, each position’s certification requirements and those eligible for additional wage top-ups are listed accordingly. These certifications are listed using the following acronyms/short forms:

- **ACCT** - Association for Challenge Course Technology
- **AFA** - Advanced First Aid;
- **BC** - Bronze Cross
- **Class 4/5** - BC Class 4/5 Driver’s Licence
- **CSI** - CanSail Instructor
- **NL** - National Lifeguard
- **PCI** - Paddle Canada Instructor
- **PCOC** - Pleasure Craft Operator Card
- **PMBIA** - Professional Mountain Bike Instructor Association (Level 1)
- **SFA/CPR-C** - Standard First Aid with CPR-C
- **WFA** - Wilderness First Aid (40 hrs)
- **WFR** - Wilderness First Responder (80 hrs)
- **WSBCAFA** - WorkSafeBC Advanced First Aid.

If you are facing any financial challenges in obtaining a required certification for your position, please contact the camp recruitment team to discuss your situation and work together on finding a solution.

All positions have age requirements set to adhere to BCCA accreditation standards. Unless otherwise specified, all positions require the applicant to be a minimum of 18 years old by Dec. 31, 2026. Ages as of this date are used in determining eligibility for positions with different age requirements.

Outdoor Education & Events Centre Opportunities (Spring & Fall)

The Outdoor Education and Events Centre at YMCA Camp Elphinstone operates primarily during the spring and fall seasons, from March to June and September to November. During these seasons, camp welcome numerous elementary and secondary school groups, providing students with a meaningful outdoor education experience. Camp Elphinstone also hosts private retreats, conferences, and special events, including weddings.

The team is comprised of up to 40 dedicated staff members designated as Coordinators, Facilitators, and Program Staff. Together, they ensure smooth operations and the delivery of engaging, safe, and memorable programs and five-star customer service for all participants and guests. All our staff are committed to maintaining the highest standards of programming and service, creating exceptional experiences for all who visit.

Position	Start Date	End Date	Start Date	End Date	Daily Wage (Plus Room & Board)	Requirements	Additional Certifications Eligible for Top-up (Daily Wage Increase)
	Spring 2026		Fall 2026				
Group Coordinator	April 7	June 20	Sept. 7	Oct. 18	\$158.93	SFA/CPR-C, Class 5	Class 4 (\$2), ACCT Level 2 (\$2)
Program Coordinator							
Event Coordinator			Sept. 1	Nov. 15			Class 4 (\$2)
Program Facilitators	April 13	June 20	Sept. 7	Oct. 18	\$142.61	SFA/CPR-C	Class 4 (\$2), ACCT Level 2 (\$2), NL (\$1)
Lifeguards	April 13	June 20	Sept. 7	Oct. 18	\$144.61	SFA/CPR-C, NL, PCOC	CSI (\$1), PCI (\$1)

Coordinator (multiple positions)

Working as part of a collaborative team, Coordinators ensure the safe, smooth and engaging delivery of outdoor education programs and events while upholding the highest standards of customer service. Each coordinator is responsible for supervising frontline staff teams, maintaining program quality and safety, providing guidance and mentorship, and helping drive a positive participant and staff experience.

Program Facilitator (multiple positions)

Facilitators are responsible for delivering safe, high-quality outdoor education programs for school groups, adult retreats and weddings, in addition to providing excellent customer service. They support program delivery, assist with kitchen and facility maintenance, and ensure adherence to risk management policies.

Lifeguards (multiple positions)

Lifeguards deliver high-quality programming and ensure safety at the waterfront for school and guest groups. They serve as role models, enforce safety standards and lead participant-centered activities, whilst also assisting in other program areas and contributing to a smooth operation overall.

Summer Camp Opportunities

YMCA Camp Elphinstone offers a wide range of exciting summer camp programs, including Overnight Camp, Out-Tripping, Leadership Development, Day Camp, and Family Camp. Campers can enjoy all the classic camp activities such as high ropes, low ropes, sailing, canoeing, outdoor living skills, and much more! Our camp can accommodate up to 472 campers and 140 staff/volunteers. Every member of our summer team is passionate about the outdoors and dedicated to sharing that enthusiasm with our campers. Our staff are self-motivated individuals who are committed to providing an unforgettable, five-star experience for both campers and their families in a supportive and fun outdoor setting.

Camp Counsellor Team

Camp Counsellors work in pairs to lead a cabin of campers throughout their time at Camp Elphinstone, building an inclusive group dynamic, and ensuring the safety of all participants in their care. Camp Counsellors also work in Day Camp, leading a group of day campers during the day and supporting the rest of the team in the evenings.

Many Counsellors have specializations; roles that they fill for certain weeks of the summer. Available specializations include Lifeguard, Paddling Instructor, Mountain Biking Instructor, Rock Wall/High Ropes Instructor, and Inclusion Staff. Depending on staffing needs, Counsellors with specializations may spend between a few weeks to the entire summer in their specialized role. Counsellors with specializations are paid at the same rate regardless of their role each week. See the Summer Compensation Structure (Page 8) for compensation details.



Position	Start Date	End Date	Daily Wage (Plus Room & Board)	Requirements	Additional Certifications Eligible for Top-up (Daily Wage Increase)
Camp Counsellor	June 21	Sept. 4	\$142.61	SFA/CPR-C	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2)
Day Camp Counsellor			\$142.61	SFA/CPR-C, Age 17+	
Counsellor - Inclusion			\$144.61	SFA/CPR-C	
Counsellor - Lifeguard			\$144.61	SFA/CPR-C, NL, PCOC	PCI (\$1), ACCT Level 2 (\$2), CSI (\$2)
Counsellor - Paddling Instructor			\$143.61	SFA/CPR-C, BC or PCI, PCOC	ACCT Level 2 (\$2), CSI (\$2)
Counsellor - High Ropes/ Climbing Instructor			\$142.61	SFA/CPR-C, ACCT Level 1 or equivalent	NL (\$1), BC (\$1), ACCT Level 2 (\$2), PCI (\$1)
Counsellor - Mountain Bike Instructor			\$142.61	SFA/CPR-C, PMBIA Level 1	

Wellness Team

Small but mighty, the Wellness team includes two Wellness Assistants and the Wellness Supervisor. They are responsible for the operation of the Wellness Centre, managing medication delivery, stocking first-aid supplies, and supporting staff in meeting the needs of all campers at Camp Elphinstone.



Position	Start Date	End Date	Daily Wage (Plus Room & Board)	Requirements	Additional Certifications Eligible for Top-up (Daily Wage Increase)
Wellness Assistant	June 21	Sept. 4	\$142.61	SFA/CPR-C, Healthcare experience	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2)

Leadership Development Team

Leadership Development (LD) Counsellors run specialized programs adjacent to the rest of camp. While still integrated in some camp programs, they are often offsite on trips or leading their own programming for their LD1 & LD2 campers.

The LD1 program acts as the stepping stone between being a participant and a leader at Camp Elphinstone. LD1 campers participate in a series of team initiatives that introduce the basics of group facilitation, leadership, communication, and inclusion. Participants complete a 4-day out-trip with a qualified guide, practice group management techniques in a camp setting, and learn to reflect on their own leadership development. The LD2 program also includes an out-trip, and time at camp is spent focusing on developing hard skills in camp program areas and more advanced group facilitation and behavior management skills. The LD2 program aims to give participants the skills and experience to be qualified for entry-level jobs in camping, childcare, and the outdoor industry.



Position	Start Date	End Date	Daily Wage (Plus Room & Board)	Requirements	Additional Certifications Eligible for Top-up (Daily Wage Increase)
LD Counsellor	June 21	Sept. 4	\$144.59	SFA/CPR-C, Age 19+	NL (\$1), BC (\$1), PCI (\$1), WFA or higher (\$1)



Out-tripping Team

Out-Trip (OT) Staff run specialized programs adjacent to the rest of camp. While still integrated in some camp programs, they are often offsite on trips or leading their own programming for their campers. This summer, our out-trip staff will be facilitating our onsite overnights, guiding the LD trips to Gambier Island and the Sunshine Coast Trail, and leading our 3-day and 8-day out-trip programs.

Position	Start Date	End Date	Daily Wage (Plus Room & Board)	Requirements	Additional Certifications Eligible for Top-up (Daily Wage Increase)
Out-trip Staff	June 21	Sept. 4	\$145.65	WFA/CPR-C, Age 19+	BC (\$1), WFR (\$1), PCI (\$1), Class 4 (\$2)

Head Counsellor Team

The Head Counsellor team includes four Head Camp Counsellors, one Day Camp Head Counsellor, a Head Lifeguard, and the Program Assistant. These roles work closely with the Supervisor of their section to support staff training, day-to-day operations and transitions, challenging camper behaviors, and mentoring staff.

Position	Start Date	End Date	Daily Wage (Plus Room & Board)	Requirements	Additional Certifications Eligible for Top-up (Daily Wage Increase)
Head Camp Counsellor	June 18	Sept. 4	\$153.75	SFA/CPR-C	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2)
Day Camp Head Counsellor					
Program Assistant					
Head Lifeguard			\$154.75	SFA/CPR-C, NL, PCOC	PCI (\$1), ACCT Level 2 (\$2), CSI (\$2)

Supervisor Team

The Supervisor team collaborates closely with the Summer Camp Manager and Assistant Summer Camp Managers to foster a positive camp culture and prioritize the safety and well-being of all campers. Dedicated to delivering a 5-star experience for campers and their families, Section Supervisors play a key role in the development and facilitation of summer staff training. Supervisors participate in scheduling staff, managing program budgets, driving camp vehicles, and facilitating the success of their section of camp.

Position	Start Date	End Date	Daily Wage (Plus Room & Board)	Requirements	Additional Certifications Eligible for Top-up (Daily Wage Increase)
Camper Supervisor	June 14	Sept. 4	\$164.70	SFA/CPR-C, Class 5	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2) Class 4 (\$2)
Day Camp Supervisor			\$164.70	SFA/CPR-C, Class 5	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2) Class 4 (\$2)
Program Supervisor			\$164.70	SFA/CPR-C, Class 5	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2) Class 4 (\$2)
Waterfront Supervisor			\$165.70	SFA/CPR-C, NL, PCOC, Class 5	PCI (\$1), ACCT Level 2 (\$2) Class 4 (\$2)
Resource & Inclusion Supervisor			\$164.70	SFA/CPR-C, Class 5	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2) Class 4 (\$2)
Wellness Supervisor			\$164.70	AFA/CPR-C (40+ hrs), Class 5	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2) Class 4 (\$2), WSBFAFA (80 hrs) (\$2)
LD Supervisor			\$165.70	SFA/CPR-C, Class 5	NL (\$1), BC (\$1), PCI (\$1), ACCT Level 2 (\$2) Class 4 (\$2)



Staff Accommodations



Forest Cabin: Exterior & Interior



Hemlock Cabin: Exterior & Interior



Dining Hall

Living While Working at Camp: Things to Consider

Living and working at YMCA Camp Elphinstone is a unique and rewarding experience, but it's not for everyone. It's all about embracing community living, adapting to nature, and being a team player. Here are a few important things to know about living and working at camp:

- On-site accommodation is provided for all staff throughout their contracts. Living arrangements are communal, with cabins housing up to 12 colleagues. In some cases, you may share a bunk bed with a teammate. Note that counsellors and campers often share the same living space, with no separate living or sleeping areas for counsellors. Private sleeping areas are not available.
- Cabins are heated and have power, offering a cozy living environment, though staff will need to bring their own bedding. Mattresses are provided.
- Wi-Fi and phone service are available but limited in the cabins. This encourages staff to take a break from technology and enjoy the surrounding natural beauty.
- Communal showers and washrooms are located within a 2-5 minute walk from the cabins.
- There are no dedicated storage spaces or lockers for personal belongings. Staff are encouraged to pack minimally and efficiently. YMCA Camp Elphinstone is not responsible for lost or stolen property. Staff may bring and use locks for suitcases and bags.
- Meals and snacks are provided in the dining hall during operating hours. Staff can also sign up for meals during their time off. To maintain cleanliness and avoid attracting wildlife, food and snacks are not permitted in cabins or outside the dining hall.
- Laundry services are available on-site, but usage requires signing up, especially during busy seasons when wait times can average 40 to 50 minutes. Signing up early is recommended. Alternatively, a laundromat is located in town, just a 10-minute drive away.
- Public transportation is accessible via a bus stop about a 15-minute walk from camp.

If all of the above sounds like your vibe, we can't wait to welcome you to the camp family!



Candidate Recruitment Expectations

We are delighted that you are considering joining the 2026 YMCA Camp Elphinstone team! **To best ensure a smooth recruitment process, we ask that you please review the following expectations.**

Application Process

1. [Read through our job postings](#). Once you have decided which position you will apply for, create an ADP profile, ensuring that you fill out all relevant and required fields including your name full address and email.
2. Read through the job description of the position for which you are applying and ensure that your resume showcases any relevant experience, criteria or skills related to the job.
3. Create a cover letter outlining your motivations for applying to the position.
4. Submit your application when ready.

When submitting your application, please ensure that you correctly enter your full legal name, your full **current mailing address** (house number, street, city and postal code) and **phone number**. This ensures that we can properly assign your personal details into our records and contact you if needed. Our team will contact you using your preferred name, if provided.

Recruitment Process

Throughout the recruitment process, **our main method of contact is via email**. As such, we ask that you please monitor your emails regularly and respond to any outreach from us in a timely manner. Any delays in communication can significantly impact the recruitment process, especially if timelines are missed. Please note our anticipated timeline:

November

- Job postings go live
- Review of applications
- Contacting applicants to offer interview

December

- First round of interviews begin
- Continuous review of applications and offer of interviews

January

- First round of successful applicants will be contacted
- Continuous review of applications and offer of interviews

Application Deadlines

Our recruitment process will continue until all positions have been filled. However, we encourage you to apply for your preferred positions as early as possible. Due to longer processing times for visas and work permits, **all international candidates requiring a work permit must apply by the following deadlines**, as the chance of receiving a decision on time will be lower outside of these time frames:

Spring Season: Jan. 15, 2026 at 11:59 p.m. PST

Fall Season: Feb. 29, 2026 at 11:59 p.m. PST

APPLY NOW!

For more detailed job descriptions and to apply, please visit:

gv.ymca.ca/overnight-camp-outdoor-ed-opportunities.

All applicants (both new and returning staff) must submit the following documents in their application:

- Personal Contact Information
- Cover Letter
- Resume
- Three (3) References

Note: Offers and interviews are conditional on anticipated certifications. Please provide a list of current certifications and dates of anticipated achievement of certifications on your application.

If interested in multiple positions, please only apply for your first choice and make note in your application for other positions you are interested in.

YMCA BC is committed to creating an inclusive, accessible environment where all members of our community feel valued, respected, and supported. We encourage applications from the diverse communities in which we live and serve, including but not limited to visible people of colour, Indigenous people, persons with disabilities, and persons of any sexual orientation or gender identity. We have established policies, procedures, and practices to meet accessibility standards throughout the hiring process. Should you require any accommodation throughout the recruitment process, please do not hesitate to contact our Human Resources department.

Should you have questions, please direct your inquiry to the following:

General Recruitment/Hiring Process Questions: camp.recruitment@bc.ymca.ca

Outdoor Education Centre and Events—Spring and Fall seasons: outdoor.centre@bc.ymca.ca

Summer Camp season: camp.elphinstone@bc.ymca.ca

We thank you for your application; however, only candidates selected for interview will be contacted.

In the spirit of leadership, personal development, and professionalism during and after this hiring process, YMCA Camp Elphinstone will only communicate directly with applicants. Parents and guardians are encouraged to empower their young applicants to contact Camp Elphinstone directly should they have any questions or concerns.

