



PROGRAM AREA LEAD

Branksome Hall, a leading independent International Baccalaureate (IB) World School, offers remarkable Day Camps during the summer. Join our dynamic team, on a picturesque 13-acre campus in the heart of Toronto utilizing our state-of-the-art facilities. We provide high-quality, comprehensive programming for over 1,400 campers aged 4 to 15, spanning Arts, Sports, STEM, Swim and Leadership Camps. As part of our camp team, you make a difference by creating opportunities for fun, friendships, and skill development!

The Opportunity:

We're looking for creative and dynamic Program Area Leads (PAL's) to join our team!

Program Area Leads will be responsible for the overall leadership in one of the following programs: Mini Camps (ages 4-5), Arts (ages 6-12), Sports (ages 6-12), STEM (ages 6-12) or Swim Camps (ages 4-12). Each program is comprised of 7-8 camp groups, and the Program Area Lead will provide mentorship to all camp staff within their program area on programming and group management. Program Area Leads will coach and inspire on the successful delivery and implementation of lesson plans and programming, while role modeling open lines of communication with colleagues, and families. Staff support, feedback and growth, along with managing logistics and supplies, will be integral parts of this role. They will lead with dedication, creativity, and enthusiasm as positive role models and ensure a safe and fun environment for all members of our community.

Term Details:

Work Term: June 22 - August 21, 2026

Hours: 8.5 hours daily, from 8:15-4:45 p.m., Monday-Friday, with additional hours one day per week supporting Before or After Care

Camp Closures: July 1st, 2026 and August 3rd, 2026

Mandatory Training Dates:

- May 9, June 6, June 13, June 15, 2026, with additional meetings from March to May
- PAL's will be responsible for leading and supporting staff training sessions

Key Accountabilities include, but are not limited to:

- **Strategic Program Oversight:** Assume leadership and oversight of program and lesson plans for the groups within the designated program area, managing weekly plans and highlights from Group Leads, supply ordering and resource distribution. Coordinate guest instructors and provide staff coaching using specialized expertise in the program area, as needed to align lesson plans and implementation with Branksome standards and camper skill level. Guide and assist staff in implementing program adjustments based on weather, themes, and camper needs. Act as a resource for program and/or camper engagement/management support.
- **Staff Leadership & Development:** Oversee, mentor, and provide feedback to counsellors and Group Leads through regular observation, coaching, and documented reviews. Support implementing corrective/growth strategies as needed. Keep open communication with the Director on staff performance, and escalate any concerns or issues immediately. Provide input into staff scheduling and assist with staff coverage as needed. Conduct regular program area staff meetings and development.
- **Safety, Risk & Compliance:** Lead risk management efforts and uphold the highest standards of safety, inclusion, and equipment use. Ensure staff are upholding all standards, policies and safety guidelines, taking the lead during emergency procedures. Review incident reports daily, and communicate any concerns with the Director.
- **Communication & Professional Conduct:** Serve as a respectful and positive role model for all campers, staff, and families through open and consistent communication and exemplary customer service to families, fostering positive partnerships. Communicate observations and concerns with parents/guardians, and assist staff with implementing strategies, keeping the Director informed and escalating as needed.

- **Operational & Administrative:** Maintain open communication with the Camp Director/Assistant Director, providing regular updates and timely information regarding any concerns. Support Group Leads on operational logistics, such as attendance and transitions, as needed. Supervise a designated area during daily Drop-Off and Pick-Up. Provide Before and/or After Care and/or bus chaperone support during assigned shifts.

Qualifications and Experience:

- Related training/education, and/or have sufficient experience in the Program Area
- Preferred candidates will have completed their undergraduate studies
- Completion of post-graduate studies would be considered an asset
- Camp experience or experience leading programs for children/youth
- Current Standard First Aid/CPR certification required before start of camp
- Strong leadership skills developed through progressively responsible experience in a leadership role
- Experience coaching/mentoring youth in positions of responsibility, and providing positive and constructive feedback
- Excellent interpersonal and communication skills
- Ability to take charge, problem solve and motivate others
- Ability to work with and lead a wide variety of ages and demographic groups

Working Conditions:

- Working in an outdoor environment in all weather conditions
- Participation in recreational swim and outdoor water activities, as needed
- Required to support Before Care (8:00-8:30) or After Care (4:30 to 6:00 p.m.) one day per week
- May require assisting campers who identify as same gender with changing clothes
- All successful candidates are required to complete an Enhanced Policy Information Check (EPIC)

Physical Requirements:

- Physical ability to lead, and participate with, children of varying ages in a wide variety of challenging activities in any environment
- Lifting and moving camp equipment and supplies from one location to another
- Walking and/or standing for long periods of time (3+ hours at a time, 7+ hours per day)

Compensation & Benefits:

- Weekly rate: \$1050-\$1155 per week, depending on experience
- Daily lunch, snacks and morning coffee/tea provided
- Use of campus fitness facilities
- An amazing summer with a supportive team, filled with fun opportunities of leadership development and growth

How to Apply:

If you thrive working in a team environment and want to have an awesome summer working with children, please [apply to join our team!](#)

Applications will be reviewed on an ongoing basis until all positions are filled. This job posting is for an existing vacancy. We thank all candidates for their interest, however, only those selected for an interview will be contacted.

Please be advised that a closed AI system may be employed in our recruitment process to enhance efficiency and the review of all candidates. While this technology helps us assess qualifications, our team actively reviews outcomes to identify and address any potential assumptions or biases throughout the process.

Branksome Hall is an equal opportunity employer and welcomes applications from all candidates who meet the minimum requirements for the position. Branksome Hall is strongly committed to diversity, equity and inclusion within its community and especially welcomes applications from racialized persons/persons of colour, Indigenous/Aboriginal People of North America, persons with (dis)abilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas, and champion diversity in its broadest sense. Accommodations are available upon request for candidates engaging in all parts of the recruitment and selection process at Branksome Hall.

To learn more about Branksome Hall and our Camps, please visit <http://branksomecamps.ca/> and <https://www.branksome.on.ca/>.