

# INCLUSION LEADER – SUMMER CAMP

## Organization Overview

The Vancouver Botanical Gardens Association (VBGA) is the joint operating partner - with the City of Vancouver Board of Parks and Recreation (Park Board) - of VanDusen Botanical Garden and Bloedel Conservatory. Our mission is to engage people of all ages and walks of life in the importance of biodiversity to our lives, and to foster a lifelong love of plants and gardens by virtue of their participation in our programs and services. Situated in Vancouver, BC, on the unceded Ancestral shared lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), and səliłwətał (Tsleil-Waututh) Nations, VanDusen Botanical Garden is a 55-acre urban green space. Bloedel Conservatory is a domed lush paradise located in Queen Elizabeth Park atop the City of Vancouver's highest point. Tropical birds, koi fish, and over 500 exotic plants and flowers thrive within its temperature-controlled environment. Both are ideal locations for connecting with nature.

The VBGA welcomes eligible applicants from any location for this in-person role; candidates unfamiliar with Vancouver and surrounding areas are encouraged to explore tourist attractions, cultural events, and programs through sites such as <https://www.destinationvancouver.com/> and <https://www.hellobc.com/places-to-go/vancouver/>.

The VBGA is committed to employment equity and diversity and encourages applications from all qualified candidates, including people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; visible minorities and racialized people; and people with disabilities.

## Position Overview

Vancouver Botanical Gardens Association is seeking an Inclusion Leader to support nature-based Summer Camps for children ages 5-10 at VanDusen Botanical Garden and Bloedel Conservatory. VBGA Camps promote environmental stewardship and a love of the natural world through a fun blend of science, gardening, games, crafts and garden exploration. Visit our website to learn more about our programs at <https://vandusengarden.org/learn/camps/>.

## Responsibilities

- Follow VBGA's health and safety protocols to ensure the wellbeing of all participants
- Ensure that the medical, emotional, mental, and physical needs of campers are met
- Encourage inclusive practices and programming and provide a supportive environment for all children
- Provide campers with a safe, educational, fun, and meaningful experience
- Assist Camp Leaders and Junior Counselors to develop their skills managing behavioural challenges and supporting specific needs in group settings
- Communicate effectively and regularly with parents/guardians, including developing and reporting on individual care plans and any specific needs
- Liaise with Youth Programs admin team regarding behaviour escalation, managing care plans, etc.

## Qualifications and Experience

- Two years of coursework, employment, or a combination of both in a related field such as a Special Needs Educator certificate, ABA or behavioural interventionist training
- Ability to speak and write fluently in English
- At least one year experience with children ages 5-10 in a recreational setting
- Willingness to work outdoors in all weather conditions with a positive attitude
- Demonstrated ability to work effectively and respectfully as part of a team
- Strong conflict resolution and problem-solving skills, especially in stressful situations
- Clear, recent Criminal Records Check/Police Information Check incl. Vulnerable Sectors (or willingness to obtain prior to start)
- Valid Standard First Aid Certification incl. CPR-C and AED (or willingness to obtain prior to start)

## Eligibility

This is a grant-funded position; to be eligible you must be:

- Between 16 and 30 years of age (inclusive) at the start of employment
- A Canadian citizen, permanent resident, or have refugee status in Canada
- Legally entitled to work in Canada (have a valid Social Insurance Number)

Based on funding priorities from Canada Summer Jobs, as well as our organization's mission and values, we highly encourage applications from [equity-seeking groups and youth facing barriers](#).

**Contract Length** Full-time Monday to Friday from June 22<sup>nd</sup> - August 21<sup>st</sup> 2026 (9 weeks)

**Wage** \$23.00 per hour (8 hours per day; 40 hours per week) + 4% in lieu of vacation

**Contact** Natasha Friedmann (she/they), Youth Programs Manager - [nfriedmann@vandusen.org](mailto:nfriedmann@vandusen.org)

*Please submit your resume and cover letter by email **before 11:59pm Pacific time on April 26th, 2026**. Interviews may begin before the deadline on a rolling basis; the posting will remain open until the position has been filled. Thank you for your interest; please do not follow up on your application once submitted, as only candidates selected for an interview will be contacted by our team.*