

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 x^wməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətaʔ (Tsleil-Waututh) Nations, VanDusen Botanical Garden is a 55-acre urban green space, an ideal location 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
- 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 23rd - August 22nd 2025 (9 weeks)

Wage \$22.50 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

*Please submit your resume and cover letter by email **before 11:59pm Pacific time on March 30th, 2025**. 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.*