



Inclusion Counsellor

Do you have a strong work ethic and are passionate about education and community programs? Be part of a team where you can work for a non-profit organization and make an impact on students to learn more! You can make a difference in the world by giving students the opportunity to access free and affordable educational services!

About Vancouver Region Educational Services:

VRES is a non-profit organization committed to delivering affordable educational resources to the Vancouver Region community and beyond. We create a nurturing environment that encourages personal growth, motivation, and inspiration, laying the groundwork for our learners' success.

About this opportunity:

As an Inclusion Counsellor, you will provide direct support to children and youth, including campers with disabilities, neurodivergent profiles, and diverse behavioural, communication, sensory, emotional, or physical support needs. You will help campers participate safely and meaningfully in camp activities by using patience, creativity, communication, and positive behaviour support strategies to promote inclusion, confidence, and success.

Key responsibilities are as follows:

- Supervise and support campers in a safe, respectful, and inclusive camp environment.
- Provide direct 1:1 or small-group support to campers with disabilities, neurodivergent profiles, and diverse learning, behavioural, sensory, emotional, or physical support needs.
- Support campers' meaningful participation in activities such as STEM workshops, team-building exercises, and outdoor recreation by adapting activities, instructions, routines, and the environment as needed.
- Use positive behaviour support, de-escalation, and inclusive recreation practices to respond to challenges safely, respectfully, and effectively.
- Ensure the safety, health, and well-being of all campers during all camp activities, including on-site and off-site programming where applicable.



- Communicate clearly and professionally with campers, families, supervisors, and staff regarding camper participation, well-being, and support needs.
- Collaborate with fellow counsellors and supervisors to implement inclusive programming and consistent support strategies.
- Implement and adhere to camp policies and procedures, including accessibility, inclusion, safety, First Aid, and CPR protocols.
- Assist the Camp Director with daily camp operations, setup, cleanup, and activity coordination.
- Participate in staff training and ongoing professional development.

Requirements:

- Passion for working with children and youth in community, recreation, or educational settings.
- Training in behaviour management, crisis prevention, autism support, child and youth care, special education, developmental services, or a related field.
- Experience supporting children or youth with disabilities, neurodivergence, ADHD, and/or diverse needs in camps, community programs, or similar settings.
- Strong communication, teamwork, leadership, and interpersonal skills.
- Ability to remain calm, patient, and professional in dynamic or challenging situations.
- Ability to actively supervise groups while maintaining safety and engagement.
- Strong problem-solving abilities, emotional maturity, and sound judgment.
- Ability to work 35 to 40 hours per week, including occasional weekends based on program needs.
- Ability to travel to program locations across York Region and nearby GTA areas, as required.
- A valid Standard First Aid with CPR-C certification and a satisfactory Vulnerable Sector Check are required prior to the first day of work.

Assets:

- Experience in camps, youth programs, teaching, recreation, or community services.
- Experience working with diverse cultural groups or underrepresented communities.
- Fluency in more than one language (reading, writing, speaking, and listening).
- Access to a car and a valid G2/G Ontario driver's license.

This is a fully in-person position. Salary ranges from \$18-26/hour, dependent on experience, skills, education, and role.