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## EARLY CHILDHOOD PROGRAM STAFF ASSISTANT

- TITLE:** Early Childhood Program Staff Assistant - 2 positions available
- REPORTS TO:** Education & Community Programs Coordinator
- LOCATION:** 190 Hanlon Creek Blvd., Guelph ON
- TYPE:** Full-time Summer Contract (Approx. 40 hours/week); Monday to Friday; 10- week contract from June 22 until September 4, 2026.

### Join a Mission That Inspires Change

Are you passionate about inclusion, child development, and the human-animal bond? At the Guelph Humane Society's Summer Critter Camp, we believe every child deserves the chance to thrive, play, and learn no matter what their needs or abilities. That's where you come in. We're looking for compassionate and patient individuals to join our team as Early Childhood Program Staff Assistants.

### The Opportunity

The Early Childhood Program Staff Assistant will provide one-on-one support to campers aged 5 to 11 who have advanced needs, learning disabilities and/or require individualized care at GHS Summer Critter Camp. This role ensures an inclusive, barrier-reduced camp environment, supporting children of all abilities, including those with developmental or behavioural challenges, to fully participate and succeed. This position strengthens local community well-being by ensuring children with disabilities and neurodiversity have equitable access to learning and social experiences, supporting families who may have limited caregiving or financial capacity during the summer.

Working under the supervision of the Education and Community Programs Coordinator and collaborating with Day Camp Leaders, the Early Childhood Program Staff Assistant will follow Camper Support Plans, adapt programming individually, and develop experience in inclusive youth support, early childhood learning, behavioural strategy, and accessibility accommodations. Campers engage in animal care, biodiversity, and wildlife education, connecting this role to green job development and environmental learning.



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## What You'll Do

- Provide compassionate one-on-one support to children requiring additional accommodation
- Assist guardians in developing individualized Camper Support Plans prior to camp
- Implement inclusive strategies for successful participation for children with disabilities or behavioural needs
- Ensure supervision, emotional safety and well-being of children at all times
- Listen and respond to children's needs with patience and empathy
- Develop individualized behaviour-support strategies
- Identify opportunities to improve accessibility and inclusion in programming
- Complete daily Camper Support Plan Reports and communicate updates to camp staff
- Promote equitable access for children experiencing barriers to participation
- Demonstrate a good understanding of animal welfare and effectively communicate the mission and values of the Guelph Humane Society in a positive manner
- Follow all reporting requirements for any incidents, injury or potential hazards as per the organization's policies and work in compliance with the Occupational Health & Safety Act and its regulations
- Embrace and consistently enact organizational values of respect, caring, integrity and partnership, supported by being authentic and accountable to yourself and your team
- Immediately report all incidents of injury, property damage, absence of or failure of a protective device and/or equipment to the Education and Community Outreach Coordinator
- Perform other duties as required and assigned

## Job Eligibility

To be eligible for this position, you must have been a full-time student during the previous academic year and be intending to return to full-time studies in the next academic year at an accredited Canadian Academic Institution. You also must be a Canadian citizen, a permanent resident or a refugee under the *Immigration and Refugee Protection Act* and be eligible to work in Canada.

## Our Ideal Candidate

- Must be a minimum of 18 years of age



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- Currently enrolled a post-secondary degree in early childhood education, child and youth care, inclusive recreation, social work, or a related field is considered an asset
- Previous experience working with children in a camp, classroom, or recreational setting
- Demonstrates a strong understanding of inclusion and equity in child-centered programming
- Demonstrates experience working with children, particularly those with developmental, behavioural, or learning needs
- Communicates clearly and respectfully with children, guardians, and fellow staff
- Shows adaptability and confidence when responding to individual camper needs
- Comfortable developing and implementing personalized support strategies
- Comfortable working in an environment with animals and animal-related activities
- Demonstrates strong interpersonal, organizational, and problem-solving skills
- Works effectively both independently and as part of a team
- Comfortable working a busy, dynamic setting
- Excellent communication skills, with ability to multitask in a high-paced, reactive environment
- Demonstrated excellence in customer service skills, with camp experience preferred
- Ability to maintain professional composure and a positive, enthusiastic attitude at all times
- An enthusiastic individual, who values working as part of a team
- Safety conscious and demonstrated decision making skills
- General knowledge of animal welfare and humane society activities
- Available to work full days Monday to Friday for the duration of the camp session (July and August)
- First Aid and CPR Level C Certified
- Clear Police Record Check including Vulnerable Sector Screening.

## **Who We Are**

Founded in 1893, the Guelph Humane Society is a registered charity that provides care and shelter for approximately 3,000 homeless, stray, injured and abused animals each year in Guelph and Wellington County.

The Guelph Humane Society's (GHS) Strategic Plan, Charting Our Future Direction (2024 - 2027), sets out GHS's commitment to creating a compassionate world where all animals are valued and respected and one that is deeply rooted in our values of



compassion, leadership, integrity, transparency and collaboration. The opportunity to advance the welfare of animals through care, education, community engagement and relationships has never been greater.

The Communications & Community Engagement team at GHS, together with the Development team, is responsible for GHS's externally facing initiatives. These teams are fundamental to achieving our goal of inspiring the community to join us. Animal welfare is at the heart of our mandate, and therefore at the centre of everything we do. You must have a strong commitment to animal welfare and be keen to learn more about how this philosophy fits into our work.

## What We Offer

- Full-time summer contract positions (approx. 40 hours/week).
- Working on location at Guelph Humane Society, located at 190 Hanlon Creek Blvd., Guelph.
- Employee assistance program.
- Opportunities for professional growth and development.
- Being part of an amazing, passionate, mission-driven team making a difference for animals and the community!

**Hourly Wage: \$17.20-\$18.25**

## How to Apply

Please include a **resume and cover letter highlighting your interest and experience in working with children and delivering camp programs** to Arayelle Young at [careers@guelphhumane.ca](mailto:careers@guelphhumane.ca). Please indicate "Early Childhood Program Staff Assistant" in the subject line of your application.

**Applications will be reviewed on a rolling basis and collected until April 29, 2026.**

*We welcome diversity, value differences, and foster inclusion in our employment practices. We invite applications from all qualified individuals who are philosophically aligned with our mission, vision, and values.*

*GHS welcomes and encourages applications from individuals with disabilities. Accommodation is available on request for candidates taking part in all aspects of the recruitment process.*



*We thank all applicants for their interest; however, only candidates selected for an interview will be contacted.*