



SENIOR INSTRUCTOR

Do you love finding and then amplifying the best in people? Senior Instructors are critical leaders who help us accomplish our goal to be both Your Home in the Forest and The Ultimate Summer Camp Experience for all campers. Dedicated, energetic, and committed to providing amazing outdoor experiences, Senior Instructors offer direction and support for our campers and staff. Applicants should aspire to improve their management skills in a supportive team atmosphere. Senior Instructors will split their time working directly with the Program Manager on administrative tasks, planning projects, and delivering program content like other instructors. Given that all staff and campers stay onsite at the Evans Lake Forest Education Centre while camp is in session, the action never stops. Accordingly, applicants should enjoy working in a dynamic work environment. Strong organizational and interpersonal skills are a must for this role, as well as a yearning for an endless summer!

General

- Deliver outdoor skills and environmental education courses; ensure forest themes are integrated into programs.
- Assist with the planning and delivery of staff training, Open House, and camp programming.
- Lead hikes and out trips (must be able to hike up to 15kms carrying a pack of up to 50lbs.)
- Demonstrate positive leadership for students and campers aged 8-16, as well as for the staff and visitors.
- Provide supervisory support, feedback, and mentoring to volunteers, cabin leaders, and instructors.
- Act as the program team lead when the Program Manager and the Outdoor Education Manager is not on shift.
- Work transport bus stops from Metro Vancouver/Squamish as needed.
- Drive the truck and trailer as part of weekly transport in and out of camp and other driving as needed.
- Other duties as assigned (e.g. driving campers, staff, and/or supplies; cleaning program areas; admin duties.)

Term

- **Instructor training** - June 13th and 14th, 2026
- **Senior Staff Training** - Dates to be determined.
- **Staff Training** – June 20th to 24th 2026
- Summer camp season – June 26th through to August 28th, 2026
- Preference may be given to candidates who can work with rental groups beginning in late March/early April and extend through late October.

Safety

- Comply with Evans Lake's policies and procedures.
- Take ownership of the safety of clients, volunteers, and staff members, including on-the-go risk management.

Reporting and Evaluation

- Senior Instructors report to the Program Manager and receive mentoring and coaching from senior staff.
- The Program Manager will initiate a goal-setting and evaluation process.
- Continuous feedback and communication among staff members are encouraged.

Required Certifications & Experience

- Applicants must be a minimum of 19 years old.
- A 35+ hour Advanced First Aid certificate (e.g. Occupational First Aid Level II) or an NL lifeguarding certificate.
- A BC unrestricted class 4 license (i.e. a license to drive a bus with up to 24 passengers.) Candidates without this license can discuss the license upgrade/ conversion process during the interview. Evans Lake will support the candidate in this process.
- Other experience and certifications are considered assets, including certifications in paddling, NL Lifeguarding, climbing and ropes, outdoor recreation and leadership, and education.
- Criminal reference check with vulnerable sectors search.

Additional Information:

- Compensation begins at \$165.50/day, with an increase of up to \$8/day, according to experience and certifications. Free room and board is also included when programs are in session.
- To apply: Fill out our online application form at <http://bit.ly/2EwKBRB>
- We acknowledge that Evans Lake is located near Ch'yakmesh on the unceded territory of Skwxwú7mesh Úxwumixw (Squamish Nation)
- ELFES is an equal opportunity employer. We are proud to uphold human rights, we value the inclusion of all members of our community, and we strive to create a safe and fun environment for everyone to explore forests.

*If follow-up with your application is required, for privacy and confidentiality reasons, **we can only discuss an application with the applicant (i.e. no agents, representatives or family members).**