CHALLENGE COURSE SPECIALIST

SUMMER 2027 JOB DESCRIPTION

Contract Details

Accountable To: Head of Activities
Period: Staff Training in June - July & August (exact dates set in contract)

Purpose and Scope

Camp Kwasind, a ministry of the Canadian Baptists of Ontario & Quebec is a Christian Camp that seeks, develops and nurtures Christian faith and relationships through effective programs in a safe, exciting, and natural environment. It is our aim to be a living demonstration of God's love which is demonstrated through our care for all of creation, providing quality programming, and the intentional reaching out to those on route to Jesus as we live as a community of faith.

The Challenge Course Specialist is responsible for the safe, engaging, and successful operation of Camp Kwasind's challenge course programming, including the low ropes course, rock wall, and associated team-building activities. They will provide leadership, training, and support to staff assisting with challenge course activities, ensuring campers receive age-appropriate instruction, develop new skills, build confidence, and experience meaningful opportunities for teamwork, problem-solving, and personal growth. They will prioritize risk management, equipment safety, proper operating procedures, and the maintenance of all challenge course facilities and equipment. They will actively participate in camp-wide programming and incorporate weekly themes into challenge course activities where appropriate. They will report directly to the Activity Coordinator – Land & Sports and serve as part of the Activities Team. This is a seasonal summer camp position.

Qualifications:

- A mature faith in Jesus Christ and active involvement in a local church.
- Commitment to the mission, faith, philosophy, staff code of conduct, and core values of CBOQ and Camp Kwasind.
- Be a minimum of 18 years of age.
- Demonstrated experience in challenge course facilitation, rock climbing, outdoor adventure programming, or related recreational activities.
- Appropriate training and authorization in low ropes facilitation, climbing wall operation, belaying, and rescue procedures, as required by Camp Kwasind's operating standards and insurance requirements.
- Experience in challenge course facilitation, climbing instruction, or recognized challenge course training programs preferred.
- Strong understanding of challenge course safety, climbing equipment, belay systems, participant supervision, and risk management procedures.

- Experience planning, teaching, or facilitating recreational and adventure activities for children and youth of varying ages and abilities.
- Strong communication, organizational, problem-solving, and instructional skills.
- Ability to facilitate group challenges, manage specialized equipment, and maintain safe and organized activity areas.
- Experience working with children and young people.
- Valid First Aid and CPR certification preferred, or as required by applicable operating standards.

General Responsibilities:

- Attend and actively participate in May Staff Orientation Weekend, Senior Staff Training, and All Staff Training Week at the beginning of the camping season.
- Attend workshops, seminars, and training opportunities pertaining to the position as requested.
- Attend all staff meetings, training sessions, staff Bible studies, faith practices, and weekly chapels.
- Know, advocate for, and actively support Camp Kwasind's mission, goals, and core values.
- Demonstrate a commitment to personal spiritual growth through involvement in a local church, mentorship, and intentional faith practices.
- Model Christ-centred leadership, professionalism, positive communication, and servant-hearted teamwork in interactions with campers and staff.

Specific Responsibilities:

Challenge Course Programming & Elective Instruction

- Work under the direction of the Activity Coordinator – Land & Sports to oversee the successful daily operation of Camp Kwasind's low ropes course, rock wall, and challenge course electives.
- Develop engaging, age-appropriate challenge course lesson plans and submit them to the Activity Coordinator – Land & Sports for review and approval prior to implementation.
- Provide direct instruction and facilitation in low ropes activities, climbing wall experiences, cooperative challenges, and team-building exercises.
- Develop progressive programming that allows campers to build foundational skills, develop confidence, strengthen teamwork, and take on increasingly challenging experiences within their abilities.
- Ensure challenge course activities are appropriate for the age, ability, experience, and developmental needs of participating campers.
- Establish clear instructional expectations, safety rules, activity objectives, and participation guidelines at the beginning of each session.
- Provide demonstrations, individual coaching, encouragement, and constructive feedback to help campers develop climbing techniques, problem-solving skills, communication, and confidence.
- Facilitate group discussions and debriefing opportunities that help campers reflect on teamwork, leadership, trust, perseverance, and personal growth.
- Create engaging team-building challenges, cooperative games, climbing activities, and skill-building experiences that encourage participation and positive group dynamics.
- Work with the Activity Coordinator – Land & Sports to coordinate weekly challenge course offerings, participant capacities, staffing assignments, and scheduling requirements.

- Adapt lesson plans and instructional approaches to accommodate different group sizes, abilities, weather conditions, and available resources.
- Identify opportunities to introduce new team-building activities, climbing challenges, and creative programming that enhance the camper experience.
- Incorporate weekly camp themes into challenge course activities where appropriate, ensuring creative programming does not compromise established safety procedures.

Low Ropes Course Operations & Facilitation

- Take responsibility for the daily preparation, operation, supervision, and closing of Camp Kwasind's low ropes course.
- Ensure all low ropes elements, surrounding areas, and required equipment are inspected and prepared before each session.
- Facilitate cooperative challenges and low ropes elements that encourage communication, trust, leadership, problem-solving, and teamwork.
- Provide clear instructions, demonstrations, and safety expectations before campers participate in each challenge.
- Ensure appropriate spotting techniques, supervision, and participant support are used where required by the activity's approved operating procedures.
- Assess group readiness, participant abilities, and environmental conditions before beginning activities.
- Adapt challenges to accommodate varying physical abilities, confidence levels, group dynamics, and developmental needs.
- Encourage campers to challenge themselves while respecting individual boundaries and ensuring participation is supportive and appropriate.
- Facilitate intentional debriefing conversations that connect challenge course experiences to personal growth, relationships, leadership, and Christian character.
- Ensure low ropes elements are used only as intended and that campers do not access the course without authorized supervision.
- Stop or modify activities when unsafe conditions, inappropriate behaviour, or participant concerns arise.
- Communicate operational concerns, equipment needs, and safety issues promptly to the Activity Coordinator – Land & Sports.

Rock Wall Operations & Climbing Instruction

- Take responsibility for the daily preparation, operation, supervision, and closing of Camp Kwasind's rock wall.
- Ensure the rock wall, climbing equipment, landing areas, and surrounding spaces are inspected and prepared before each session.
- Provide campers with clear instruction in climbing safety, appropriate equipment use, climbing techniques, communication, and participation expectations.
- Ensure all participants receive an appropriate safety orientation before accessing the rock wall.
- Oversee the proper fitting, inspection, and use of climbing harnesses, helmets where required, ropes, belay devices, and other specialized equipment.
- Ensure climbing activities are supervised by appropriately trained and authorized staff.
- Perform belaying duties and supervise other authorized belayers according to established camp procedures and equipment requirements.
- Ensure required safety checks, including harness, connection, and belay system checks, are completed before each climb.

- Maintain clear communication between climbers, belayers, and supervising staff throughout each climbing session.
- Provide individual coaching and encouragement to campers, helping them develop climbing skills, confidence, perseverance, and problem-solving abilities.
- Ensure climbing routes and activities are appropriate for participant ages, abilities, and experience levels.
- Maintain appropriate participant capacities, supervision ratios, and safe waiting areas around the rock wall.
- Ensure the rock wall is never operated without the required qualified personnel, approved safety equipment, and established emergency procedures in place.
- Stop or suspend climbing activities immediately when unsafe conditions, equipment concerns, weather, or participant behaviour create a risk.
- Ensure the rock wall and all climbing equipment are properly secured when programming is not operating.

Staff Leadership & Development

- Provide leadership, guidance, and support to staff assigned to assist with low ropes and rock wall activities.
- Assist the Activity Coordinator – Land & Sports in training challenge course support staff before the camping season, ensuring they understand activity expectations, equipment handling, supervision responsibilities, and emergency procedures.
- Ensure all staff assisting with challenge course activities have completed the required training and are authorized to perform their assigned responsibilities.
- Support the development of staff competencies in low ropes facilitation, group management, spotting techniques, climbing supervision, and belaying where applicable.
- Provide clear daily instructions and assign appropriate responsibilities to staff assisting with course setup, participant supervision, equipment preparation, belaying, and cleanup.
- Model effective facilitation techniques, positive camper engagement, appropriate risk management, and consistent safety practices for other staff.
- Provide ongoing encouragement, coaching, and constructive feedback to staff assisting with challenge course programming.
- Assist staff in navigating camper behaviour concerns, participation challenges, group dynamics, and interpersonal conflicts, consulting with the Activity Coordinator – Land & Sports when additional support is required.
- Promote a positive and collaborative environment where staff feel supported, valued, and equipped to succeed.
- Communicate staffing concerns, training needs, and opportunities for improvement to the Activity Coordinator – Land & Sports.

Equipment, Supplies & Challenge Course Maintenance

- Oversee the organization, maintenance, cleanliness, and long-term care of all low ropes and rock wall equipment, supplies, and activity areas.
- Maintain an accurate inventory of ropes, harnesses, helmets, carabiners, belay devices, climbing holds, low ropes equipment, and other challenge course resources.
- Conduct and document required pre-use inspections of climbing equipment, ropes, harnesses, belay devices, low ropes elements, and other safety-critical equipment.

- Ensure periodic and professional inspections of the rock wall and challenge course are completed by appropriately qualified personnel according to manufacturer requirements, camp policies, and applicable standards.
- Immediately remove damaged, worn, expired, or unsafe equipment from service and communicate repair or replacement needs to the Activity Coordinator – Land & Sports.
- Ensure all climbing and challenge course equipment is properly fitted, maintained, used, and stored according to manufacturer instructions and established operating procedures.
- Maintain appropriate inspection records, equipment logs, and documentation of identified concerns or maintenance needs.
- Establish and maintain clear systems for equipment distribution, collection, organization, and secure storage.
- Monitor equipment and supply usage throughout the summer, ensuring resources are used responsibly and sufficient supplies are available for upcoming sessions.
- Submit requests for equipment, supplies, repairs, and additional resources to the Activity Coordinator – Land & Sports for approval.
- Ensure the low ropes course, rock wall, surrounding grounds, and activity spaces are kept clean, organized, and free from unnecessary hazards.
- Coordinate with the Activity Coordinator – Land & Sports and Maintenance Team to identify and address facility concerns, while ensuring safety-critical repairs and modifications are completed only by appropriately qualified personnel.
- Assist with end-of-season equipment inventory, inspection documentation, maintenance recommendations, and proper storage of all challenge course resources.

Safety & Risk Management

- Prioritize camper and staff safety in all low ropes, climbing, and challenge course programming.
- Ensure all challenge course activities follow Camp Kwasind's established risk management policies, operating procedures, manufacturer requirements, and applicable safety standards.
- Conduct and document required inspections of challenge course elements, climbing equipment, safety systems, and surrounding activity areas before use.
- Ensure challenge course activities are operated only under the supervision of appropriately trained and authorized personnel.
- Maintain clear operating procedures and ensure all campers and staff understand and consistently follow safety instructions.
- Ensure appropriate supervision, spotting, belaying, equipment checks, and participant management procedures are implemented for each activity.
- Confirm that required safety systems, equipment, and emergency communication procedures are in place before programming begins.
- Maintain appropriate procedures for responding to falls, injuries, equipment failures, participant distress, and other emergencies.
- Ensure staff understand their responsibilities within established emergency response and rescue plans.
- Monitor environmental conditions, including thunderstorms, high winds, extreme heat, poor air quality, and unsafe ground conditions, suspending activities when necessary.
- Ensure campers are never pressured to participate in challenges beyond their abilities, comfort levels, or willingness, while encouraging positive and supported personal growth.
- Respond promptly to unsafe behaviour, equipment concerns, injuries, and other hazards, following established camp incident reporting procedures.

- Communicate incidents, near misses, equipment concerns, and emerging risks promptly to the Activity Coordinator – Land & Sports.
- Maintain the authority to immediately suspend activities when safety requirements cannot be met, informing the Activity Coordinator – Land & Sports of any closures or operational concerns.
- Develop and implement appropriate alternative activities when challenge course programming must be modified or cancelled due to weather, staffing, equipment, or safety concerns.

Camp Program & Camper Engagement

- In support of the Head of Program and Activity Coordinator – Land & Sports, actively participate in the planning, organization, and delivery of camp-wide recreational activities, theme days, wide games, special events, campfires, and other programmatic experiences.
- Support the development of challenge course-related activities, team-building experiences, and themed challenges that can be incorporated into weekly camp programming when appropriate and safe.
- Build meaningful relationships with campers, intentionally engaging with them during electives, meals, vespers, campfires, and other camp activities.
- Create an encouraging and inclusive learning environment where campers feel comfortable trying new challenges, making mistakes, asking for support, and celebrating personal progress.
- Ensure challenge course programming provides opportunities for campers to develop confidence, trust, resilience, communication, teamwork, leadership, and perseverance.
- Facilitate meaningful reflection and debriefing opportunities that help campers connect their experiences to personal growth, relationships, faith, and Christian character.
- Intentionally incorporate Camp Kwasind's Christian mission and values into challenge course programming, encouraging campers to recognize their God-given abilities, support one another, and demonstrate Christ-like character through trust, encouragement, and perseverance.
- Serve as a Cabin Buddy, supporting cabin staff through prayer, spiritual conversations, encouragement, and modelling Christian living.
- Actively participate in campfires, vespers, camper chapel, camp-wide games, and other programmatic elements as requested and as responsibilities allow.
- Work collaboratively with the Activity Coordinator – Land & Sports, other elective staff, the Head of Activities, and the Head of Program to ensure cohesive programming across camp.
- Perform other duties as assigned by the Activity Coordinator – Land & Sports.

Your Support

- Activity Coordinator – Land and Sports and Head of Activities – They will support and mentor you during your time at Kwasind with 1 on 1's, encouragement, development and prayer.
- Your Spiritual Health – All staff at Kwasind are given time each day to spend with Jesus and their bible. You will have daily time to connect with other staff, read and discuss the bible during faith practice, and pray together.
- Your Mental/Physical health – We care about your mental and physical health, so each day we provide designated rest times to provide space to focus on self-care. Kwasind also has a registered nurse on site each week to provide additional care as needed.