

Staff Intro Package 2025 (Nova Scotia)



Welcome

Thank you for your interest in working for the Royal City Soccer Club. Please read this [Staff Intro Package](#) to better prepare yourself for the application, interview and hiring process. We encourage you to visit our website at www.royalsoccer.com to learn more about our programs prior to applying.

About Us

Royal City Soccer Club is a non-profit organization founded in Guelph, Ontario which has been operating for over 33 years, running over 100 camp locations across six provinces. Our camps are Canada's #1 grassroots soccer day camp, with over 300,000 children hosted since 1993.

Camp Description

At each camp location, we offer full day and morning sessions to campers. Morning sessions focus on soccer development through individual development and team building while playing small-sided games. Campers are grouped by age and ability, where appropriate, in a camper-to-staff ratio averaging approximately 10:1. Full day sessions combine the morning sessions with a less structured afternoon format that may include a fun leisure swim and a variety of camp games.

Camp Dates 2025

- Week 1* June 30 – July 4 (4-day week)
 - Week 2 July 7 - 11
 - Week 3 July 14 - 18
 - Week 4 July 21 - 25
 - Week 5 July 28 - Aug. 1
 - Week 6* Aug. 5 - 8 (4-day week)
 - Week 7 Aug. 11 - 15
 - Week 8 Aug. 18 - 22
 - Week 9 Aug. 25 - 29
- *Camp does not run Tues., July 1 or Mon., August 4, 2025

Typical Camp Schedule

 Themes days/weeks will be assigned each week.

8:00 – 9:00am	Staff and camper arrival
9:00 – 12noon	Warm up games, soccer skill development, small-sided games
12noon – 1:00 pm	Sign out morning campers, staff and camper lunch, informal activities
1:00 – 4:00 pm	Organized camp games, supervised fun leisure swim
4:00 – 5:00 pm	Camper pick-up and staff departure



Qualities we look for

Staff are expected to supervise, coach & engage children (aged 5-13) in a safe, fun environment with a positive attitude.

Qualities **WE LIKE** to see in our staff:

- Reliable – arrive on time everyday
- Responsible - safety first
- Friendly, fun-loving, and approachable
- Enthusiastic and creative
- Organized and patient

Qualities **WE DON'T LIKE** to see in our staff:

- Tardy or absenteeism
- Lazy, unmotivated, moody or grumpy
- Shy, reserved, or impatient
- Intolerant and unapproachable

Hours

Hours of employment may vary depending on the position and number of staff working and are subject to change.

Camp Staff typically work between 7-9 hours daily, depending on the position, staff numbers, camper enrolment, and camper pickup times. The onsite Supervisor sets a weekly schedule and handles most admin work at site.

Volunteers can sign up for half days (4 hours/day) in the mornings or afternoons (equivalent to 20 hours/week) or full days (8 hours/day) which is approximately 35-40 hours/week. Confirmation letters are emailed out in September.

Job Descriptions

We will be hiring over 300 summer camp staff this summer at various locations. Each location will have 1 Supervisor and a combination of Camp Counselors or Counselors-In-Training (CITs) and volunteers. Please read the job description of the position(s) you would like to apply for and only apply for positions you are interested in.

Basic Staff Requirements:

- Police check with vulnerable sector screening (if over 18)
- Attend required training sessions
- Read & review Staff Manual
- 1st aid/CPR training is strongly recommended

Camp Counselors (18+ years by June 30, 2025)

- Supervise and engage campers throughout the day in soccer development, camp games & activities, breaks, lunch, and swimming ensuring a safe, fun environment at all times.
- Build positive relationships with campers, parents, volunteers and other staff.
- Follow organization safety procedures and protocols.

Camp Supervisors (18+ years by June 30, 2025)

Supervisors require access to a vehicle each day to transport equipment to and from camp and store equipment during indoor or swim periods. In addition to the duties of a Camp Counsellor, Supervisors must also:

- Oversee camp operations, manage staff and volunteers, and provide guidance and feedback.
- Address issues, communicate with parents, and report to head office as needed.
- Handle onsite camp gear sales and ensure equipment is transported and maintained.

Supervisors may also qualify for commission of onsite camp gear sold (details provided in the interview) and additional admin bonus.

Counselors-in-Trainings (CITs) (16+ by June 30, 2025)

Counselors-in-Trainings (CITs) work with Camp Counselors and Supervisors to plan and lead camp activities, ensuring a safe, fun environment. In many circumstances and if deemed responsible, mature and capable, CITs may be assigned to lead and supervise a group of campers similar to the role of Camp Counsellor.

Volunteers (14+ by start of camp week)

Volunteers are a huge part of our success. Being a volunteer is often the first step towards becoming a paid camp staff with us. Volunteers are treated like staff and expected to maintain a good work ethic by assisting all staff and providing a fun and safe learning atmosphere for campers. Volunteers should be energetic, enthusiastic, responsible and a team player. Volunteers are required to watch a brief volunteer orientation video prior to starting camp.

Camp Pay

At Royal City Soccer Club, we offer a competitive camp wage which is based on position, experience, and years of service within the organization. Those who choose to work at summer camps do so primarily because they love to work with children in a fun, camp atmosphere, not because they want to get rich. If pay is your primary motivating factor, then employment at a camp may not be for you.

Position	Pay Range (per hour)
Camp Counsellor	\$15.75 - \$16.25
Camp Supervisor	\$17.00 - \$17.50
CITs	\$15.25

Pay range depends on years of service in the organization.



Dress Code

All camp staff & supervisors will be provided with up to 2 staff shirts or tank tops. Staff must always adhere to the dress code which includes wearing a camp supplied shirt or hoodie (available for purchase), athletic socks / shorts and running or athletic footwear. Staff are expected to dress appropriately to ensure full participation in all activities (ie. afternoon swim). Staff are also expected to participate in theme days and activities.

Training

All training dates will be provided at the time of employment offer. Training dates/locations are subject to change.

Training Description	Who must attend or complete	Online or in person	Approximate time required
Safe Sport Training	ALL new staff and returning staff	online	45 – 60 min
Pre-Camp video module	ALL new and returning staff	online	to be determined
Staff Orientation *	ALL new and returning staff	online	online (3 - 5 hrs)
Supervisor Training **	ALL Supervisors	online	2.5 hours

* There will be 2 available online Staff Orientation sessions to choose from in June.

** There will be 2 available online Supervisor Training sessions to choose from in June,

Staff are paid their hourly wage for training and will be included on your first pay period in July.

All training is subject to change, and exact dates will be determined by the end of May 2025.

How to Apply

Apply under our **EMPLOYMENT** page at royalsoccer.com, then send your resume to jobs@royalsoccer.com. Due to the large number of applications we receive each year, only qualified candidates for available positions will be contacted. We keep all applications on file so when a position opens up, we'll contact you for an interview.

Interviews

Interviews will be conducted online via Zoom.

Equal Opportunity for All

Royal City Soccer Club is committed to employment equity, diversity, and inclusion. We value diversity and encourage members of designated groups and marginalized populations including newcomers, racialized/visible minorities, people with disabilities, Indigenous peoples, workers of all ages, language minorities (e.g., Francophones), and people from 2SLGBTQ+ communities to apply and self-identify.

Need Assistance?

For those who require accommodation throughout the application or hiring process, please reach out to 1-800-427-0536 or Jobs@royalsoccer.com to discuss how we can best accommodate your unique needs.