

Gould Lake Outdoor Centre

Summer Employment Application Form 2026

Instructions

Please email the completed application and all supporting documentation to **zahnn@limestone.on.ca**.

Applications without all supporting documentation **will not be considered** so please make sure you review your application carefully to ensure all required information and supporting documentation is included.

You will receive confirmation that your application has been received. Please ensure you include an email you check regularly and set your filter to accept email from the email address above. Please contact the Gould Lake Outdoor Centre office at **613-376-1433** or **outed@limestone.on.ca** if you do not receive confirmation of submission.

Wages

Wilderness Guide Base Wage: \$176.15/day.

Day Camp Staff Base Wage: \$132/day
(Nature Camp/Outdoor Escape
and staff under the age of 18)

Interviews

Interviews may be conducted virtually over Microsoft Teams or in person at the Gould Lake Outdoor Centre and will take place between January and April. For more information about summer employment opportunities, or should you have questions, please contact Nate Zahn, Outdoor Education Coordinator at zahnn@limestone.on.ca.

Commitment to Diversity

Across Limestone District School Board, we are committed to removing systemic barriers not only in recruitment but in retention and promotion as well so that you can see yourself in Limestone. The Limestone District School Board is dedicated to promoting fair and equitable hiring practices that will move us forward in hiring staff who reflect the full diversity and lived experiences within the communities we serve.

We invite and welcome you, through your application package, to self-identify as someone who has lived experiences as a member of one or more of these groups and who can bring valuable, diverse knowledge and perspective to our District and the students and communities we serve.

Accommodation will be provided to applicants to enable equitable participation in the selection process.

Thank you for your interest in working at Gould Lake Outdoor Education Centre. Only those applicants who have been selected for an interview will be contacted and invited to participate in the interview process.

Summer Application 2026

Applicant Information

Name:	Phone:
Address:	Email:
☐ I am a returning summer outdoor education employee	☐ Wilderness Guide ☐ Day Camp Staff

I am interested in:

- ☐ Full time summer employment
- ☐ Part time summer employment
- ☐ Wilderness Guide role
- ☐ Day Camp Staff role
- ☐ As of July 1st, 2026, I will 18 years of age

Getting to Know You

This section can be completed in written format, not to exceed 500 words, or through the creation of a short video, not to exceed 3 minutes.

Please share what inspired you to apply (or reapply) to work at Gould Lake for the summer and why.
Please share what you believe you will bring to our summer programs and how this experience will enhance the experience of our students.

Certification Requirements

Gould Lake staff are required to meet minimum certification requirements. Successful candidates who do not meet minimum certifications will be provided with a conditional offer of employment, subject to completion of required certifications by their designated start date. Those who do not obtain required certifications will have their conditional offer of employment rescinded.

To facilitate the acquisition of required certifications, Gould Lake will provide a Spring Certification Training Program, which may include the following:

- Waterfront National Lifeguard (must have Pool National Lifeguard Certification prior to taking)
- Advanced Wilderness First Aid (40 hours)
- Canoe Tripping 3
- ORCKA Flatwater Kayak Instructor Certification

The following are Gould Lake minimum certifications:

- Advanced Wilderness First Aid (40 hours) / Standard First Aid / Basic CPR
- Lifeguard (Bronze Cross, National Lifeguard Waterfront or Pool, Rescue Certification)
- ORCKA Flatwater Kayak Instructor (or equivalent for Kayak trips)
- ORCKA Canoe Tripping Level 3 or equivalent

Please indicate, as appropriate:

First Aid Certifications	Date	Willing to obtain prior to July 1, 2026
Standard First-Aid & CPR C		
Advanced Wilderness First Aid (40 hour)		
Wilderness First Responder (80 hour)		

Paddling Certifications	Date	Willing to obtain prior to July 1, 2026
Canoe Tripping		
Canadian Style Paddling		
Moving Water Canoeing		
Flat Water Kayaking		
Costal Kayaking		
Canoeing/Kayaking Instructor		
Other		

Swimming/Rescue Certifications	Date	Willing to obtain prior to July 1, 2026
Bronze Cross		
National Lifeguard Pool		
National Lifeguard Waterfront		
River Safety and Rescue		
Swiftwater Rescue Technician		
Other		

Professional Qualifications	Currently Certified
Ontario Certified Teacher #	
Early Childhood Education Certification	
Degree or Diploma	
Other	

Relevant Experience and Skills

Date	Organization & Location	Description

Professional Learning

Date	Organization & Location	Description

Trip Log (please list most relevant and/or recent trips)

Date(s)	Location	Description (leadership role, distance, group size)

Desired trips (for returning staff)

- ☐ Quest and Girl's Adventure Program
- ☐ Outreach
- ☐ Outdoor Pursuits
- ☐ Outdoor Skills (Kayak cert needed)
- ☐ Wilderness Instructor Course (MWI cert needed)
- ☐ Kayak Instructor Course (CKI cert needed)

References (not required for recently returning staff)

References, one of which must be your most recent supervisor, must be able to speak to your ability to work with students as well as your ability to promote and support camper outdoor experiences.

High school students, who are graduating grade 12, **must** provide a reference letter from their principal or vice principal.

Name	Relationship / Role	Email and Phone Number

Gould Lake is situated on the traditional territories of the Anishinaabe and Haudenosaunee.
We acknowledge their enduring presence on this land, as well as the presence of Metis, Inuit, and other First Nations across Turtle
Island. We honour their cultures and celebrate their commitment to this land.