



Community Recreational Initiatives Society

(250) 979-3941 | admin@adaptiveadventures.ca | AdaptiveAdventures.ca

835 Bay Avenue, Kelowna, BC, V1Y 7K2

BREAKING DOWN BARRIERS TO OUTDOOR RECREATION & SPORT FOR PEOPLE OF ALL ABILITIES

Community Recreational Initiatives Society (CRIS) is a non-profit organization that provides inclusive, accessible, and adaptive outdoor recreation programs for people of all ages living with physical, cognitive, sensory, and other disabilities.

Job Description – Adaptive Adventures Recreation Program Staff

Adaptive Adventures (AA) Recreation Program Staff will facilitate outdoor recreation activities and assist individuals with disabilities to participate in the CRIS Adaptive Adventures program, which includes activities such as hiking, paddling (canoe, SUP, kayak), and cycling. Staff will function in a team along with volunteers, support workers, and/or guests. The position requires high levels of physical fitness and interest and ability to spend long days outdoors in the summer heat. Working with participants and their support workers, staff will assist participants in using adaptive equipment while guiding and supporting them throughout the activity. Outside of regular programs, staff will also be involved in the planning and organizational tasks involved with the running of programs, events and fundraisers.

This position requires a positive attitude, energy, sensitivity to diverse populations, and problem solving abilities. If you possess strong values of community, social inclusion, teamwork and a love for outdoor recreation this position is for you!

RESPONSIBILITIES

- Facilitate engaging, guided outdoor experiences across the Okanagan Valley for individuals with disabilities and their support workers, families, and others
- Regularly lift and maneuver heavy adaptive equipment in and out of storage and vehicles and trailers including loading cycles, tandem kayaks, paddle boards, trail riders and other equipment
- Operate adaptive equipment transporting clients requiring physical strength and stamina
- Assist participants in transferring into and out of adaptive equipment, requiring team based lifting and physical support of children and adults
- Support with the cleaning and maintenance of adaptive equipment
- Ensure group and participant safety on all trips
- Pilot tandem cycles, guide visually impaired participants on hikes, pilot tandem kayaks and act as a sherpa on the TrailRider (adaptive hiking chair), and similar duties on outdoor trips
- Complete equipment and facility projects, repairs, maintenance and cleaning on a regular basis
- Perform various general office duties (e.g. phoning, filing, documentation)
- Assist in organizing and facilitating special awareness and fundraising events (e.g. Boucherie Grind, Amazing Race, family camps).
- Assist with digital media collection and marketing for AA programs
- Promote accessibility, inclusion, and belonging within our community

REQUIRED SKILLS & QUALIFICATIONS

- Works well in a team environment and has excellent communication skills
- Ability to take initiative, problem solve, and complete tasks without direct supervision
- High level of physical fitness and ability to spend long hours outdoors
- Available for weekday, evening, and weekend shifts
- Comfortable on the water and on remote hiking and cycling trails throughout the Okanagan
- Class 5 (unrestricted) drivers license with a clean driving record
- Clean criminal record check



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DESIRED SKILLS & QUALIFICATIONS

- Previous experience driving with a trailer in tow
- Valid first aid and CPR certification
- Formal training or certifications in outdoor activities (Paddle Canada, PIMBA, NCCP coaching certifications) or at minimum, previous experience cycling, hiking, kayaking, and paddle boarding
- Equipment maintenance and repair skills

WAGE: \$21/ hour

POSITION: Short term contract (Canada Summer Jobs), Full time (35 hours per week)

START DATE: May 12, 2025

END DATE: Sept 31, 2025

ELIGIBILITY:

- Be between 15 and 30 years of age at the start of the employment; (Criteria of the Federal Government Youth Employment funding stream)
- Be Canadian citizens, permanent residents or persons to whom refugee protection has been conferred under the Immigration and Refugee Protection Act; and
- Be legally entitled to work in Canada under relevant provincial/territorial legislation and regulations

EOE – Equal Opportunity Employer: Senior Management has the ability to alter components of this job description to accommodate the successful candidate insofar as accessibility and/or inclusion and equity.

APPLICATIONS:

[Submit application here](#) and please include the following as attachments:

- Complete resume with **two references**
- A **cover letter** explaining: (if applicable)
 - o Relevant outdoor work experience, skills, and qualifications
 - o Previous experience working with persons with disabilities
 - o Customer service skills and experience

Application deadline: APRIL 18TH

We thank all applicants for their interest and will only respond to complete applications. Responses regarding the status of your application will be given within two weeks of submission.