

Job Posting #19: Behaviour & Inclusion Supervisor

About MRU Camps

Extraordinary kids deserve extraordinary camps! At MRU Camps we strive to offer high-quality programming for children and youth in a fun, innovative, and culturally inclusive environment since 1990. MRU Camps focuses on providing an environment where children and youth can grow and thrive to the best of their potential. For more information on our programs, visit our website at www.mrucamps.ca.

MRU Camps Guiding Principles:

- We lead through example and are accountable for our actions.
- We communicate honestly, openly and consistently.
- We strive to provide inclusive programming and acknowledge diversity.
- We nurture a love of learning that will last a lifetime.
- We aim for academic growth in all subject areas.
- We prepare campers for leadership and service in society.
- We respond to challenges and use innovative ways to better serve our community.

About the Role

As the Behaviour and Inclusion Supervisor, your primary responsibility is to uphold the highest standards of safety, inclusion, and accessibility across all MRU Camps programs, ensuring every camper has the opportunity to thrive. Throughout the 2026 summer camp season, this role functions as the organization's expert resource in applied behaviour intervention and inclusion practices. Key duties include developing tailored support plans, providing advanced crisis management, and delivering specialized training to the full camp team. The position supports more than one hundred staff members by offering coaching on positive behaviour guidance and universally inclusive programming, while also serving as the primary point of contact for sensitive communication related to camper well-being.

This is a casual position working the equivalent of full-time hours from May 1 - August 28, 2026. Scheduled shift times are 8:30am - 4:30pm (May and June) and anytime between 7:00am - 6:00pm (July and August), Monday through Friday. Program Supervisors must have flexible hours for the months of July and August.

All MRU Camps staff are required to provide the following at their own cost prior to commencement:

- Police Information Check and Vulnerable Sector Search (valid within 1 year).
- Standard First Aid (valid within 2 years) and CPR Level C (valid within 1 year).

Responsibilities

- Review camper intake forms prior to the start of each program week, identifying support needs and developing proactive plans.

Job Posting #19: Behaviour & Inclusion Supervisor

- Develop and implement tailored support and safety protocols for campers with diverse needs.
- Provide immediate on-site support for undesirable camper behaviours, conflicts, and crisis management.
- Coach and mentor the full team on how to implement positive behaviour guidance and create universally inclusive programming.
- Serve as the primary liaison for sensitive communication with parents/guardians and external aides/support workers.
- Design and deliver specialized training modules to 100+ camp staff team on de-escalation, conflict resolution, and adaptive programming.
- Review and refine MRU Camps' Behaviour Management Strategy and incident reporting protocol.
- Establish a consistent, tiered behaviour management system to document individual camper needs and strategies across all program areas.
- Conduct regular on-site observations, evaluating staff effectiveness in managing group dynamics and inclusion practices.
- Complete all administrative documentation related to behavioural needs, parental communications, and incident/accident reporting.

Qualifications

- Experience working in a childcare/educational setting in a supervisory and administrative capacity (minimum 2 years), with a specialization in related fields (Behaviour Management, Special Education, etc.).
- Demonstrated expertise in applying behavioural intervention strategies.
- Proven case management skills, including developing individualized support plans and coordinating advocacy to support camper needs.
- Exceptional skills in de-escalation, high-stakes crisis intervention, and complex conflict resolution.
- Excellent communication skills for sensitive liaising with parents, staff, and external stakeholders.
- Excellent research and writing skills for developing organizational resources and protocols.
- Excellent time management skills with the ability to prioritize competing high-risk priorities and deadlines.
- Must be proficient in using Google Workspace tools (Google Drive, Docs, Sheets, Mail, Forms, etc.).
- Strong organizational skills, attention to detail, and ability to manage confidential and sensitive information.

What We Offer

Talented and committed employees are the driving force behind student success. We strive to be an employer of choice among Canadian post-secondary institutions.

Job Posting #19: Behaviour & Inclusion Supervisor

At Mount Royal University, we recognize that people are a combination of many intersecting identities; we work to cultivate an environment that welcomes the whole person, and harnesses the strength that is available in our diversity, creating a rich and inclusive workplace.

Salary: \$22.00 per hour

Closing Date: Open until a suitable candidate is found

A cover letter and resume should be submitted in one .pdf formatted document. Please title your .pdf document as follows: [Last Name], [Requisition Number].pdf (ex. Smith, Coordinator, 999999.pdf).