

SUMMER PADDLING COACH / OUTREACH DEVELOPMENT MANAGER (outrigger, SUP, surfski) June-August 2026

Job Summary:

We are seeking a passionate Paddling Coach + Outreach Development Manager to lead paddling programs for youth and adults while growing participation through community and digital outreach. The ideal candidate has strong communication skills, a love for the outdoors, and experience in kayaking, canoeing, and SUP. You will coach all ages and skill levels, blending hands-on instruction with digital outreach and participant management.

As a Paddling Coach, you will create a safe, fun environment to help participants build skills, endurance, and confidence. As Outreach Manager, you'll promote the club, manage inquiries, schedule sessions, and invite organizations for training and team-building, both in person and online. All equipment, plus a sports jersey and cap, are provided.

Key Responsibilities:

- Coach and Instruct: Lead paddling lessons for youth and adults in kayaking, canoeing, and SUP, offering feedback to improve technique and safety
- Outreach Development: Respond to inquiries and manage sign-ups via digital platforms. Schedule and promote group sessions and team-building activities through social media, email, and other outreach tools
- Program Development: Create age-appropriate lesson plans focused on technique, fitness, and safety. Use digital tools to track participant progress and share feedback
- Skill Development: Coach both in-person and virtually, using video analysis and virtual check-ins to refine participants' skills
- Safety & Risk Management: Ensure safety briefings, equipment use, and monitoring of water conditions. Maintain safety protocols for both in-person and virtual sessions
- Youth & Adult Engagement: Tailor coaching strategies to different ages and learning styles. Foster an inclusive and motivating environment both in-person and digitally
- Communication: Manage communication through email, newsletters, and social media. Work with the Digital Marketing Coordinator to create content and share updates on program progress, events, and activities
- Event Assistance: Help with races, community events, group outings, and cultural paddling experiences. Take photos during events and share on social media to increase engagement. Assist with digital event sign-ups
- Team Collaboration: Work with coaches, staff, and the Digital Marketing Coordinator to align program goals. Track attendance and progress using digital tools
- Environmental Stewardship: Educate participants on environmental protection, focusing on climate change impacts on waterways. Highlight issues like pollution, habitat destruction, and water conservation. Encourage paddlers to preserve ecosystems and advocate for sustainable urban practices that protect natural environments

Qualifications:

- Previous paddling, coaching experience
- Familiarity with digital tools for communication and event management is a plus
- Certifications:
 - CPR/First Aid "C" certification (or willingness to obtain).
 - A current Vulnerable Record Check is required if 18+ (or willingness to obtain).

Skills:

- Strong knowledge of paddling techniques and training methods
- Ability to coach all skill levels, from beginners to advanced
- Excellent communication and motivational skills, including experience with digital tools
- Ability to maintain a safe, fun, and supportive learning environment
- Passion for paddling and helping others succeed
- Experience with social media platforms and digital communication tools

Preferred Qualifications:

- Experience with water safety and risk management
- Experience working with youth in sports or outdoor programs
- Knowledge of local waterways
- Experience in digital marketing and community outreach

Work Conditions:

- Ability to work outdoors in varying weather conditions.
- Capacity to lift equipment up to 20kg.
- Flexible hours, including some evenings and weekends
- Comfortable with both in-person and virtual coaching

Employment information:

- Age: maximum age is 30 years, as funding is provided in part by a Canada Summer Jobs grant.
- Estimated total number of hours: 280 (over 8-12 weeks)
- Hourly wage rate: \$19.00 (base)
- 4% vacation pay will be added to each paycheque
- Minimum \$1/hr performance bonus with satisfactory review payable on job completion
- Bi-weekly pay period with direct deposit
- Job location: Oakville and Wai Nui O Kanaka Outrigger Canoe Club @ 128 Water Street, Oakville

Qualified and interested paddlers to send resume by **March 31, 2026** to: Wendy Perkins, Commodore; wendypaddle@gmail.com