



YouthForce Supervisor, Summer 2026

YouthForce is a community-based employment program operated by Kinbridge Community Association that offers job-skills training, personal and professional development opportunities, and meaningful work for youth (ages 15-30), with a focus on young people facing barriers to the mainstream workforce.

Position Overview

YouthForce Supervisors lead youth teams on hands-on work placements that combine physical labour with meaningful community engagement across multiple sites. This role focuses on overseeing daily tasks, ensuring safety, and fostering a culture of peer mentorship where youth support one another while building strong work habits, teamwork, and leadership skills. Ideal candidates bring a strong work ethic, confident leadership, and an entrepreneurial spirit to help guide projects to successful completion.

Key Responsibilities

- Supervise youth teams on daily job sites and ensure projects are completed safely and efficiently.
- Lead and participate in site tasks like gardening, cleaning, beautification, and special projects.
- Plan daily work tasks, assign roles, and manage team schedules.
- Ensure proper use and care of tools, equipment, and safety gear.
- Support youth development through coaching, feedback, and positive leadership.
- Maintain positive relationships with community members and partner sites.
- Complete inspections, checklists, and basic administrative reporting as required.
- Communicate site needs, challenges, and successes to program leadership.
- Demonstrated ability to work independently and collaboratively
- Experience working alongside underrepresented and underserved communities
- Ability to take initiative, problem-solve with your team, deliver exceptional customer service, and prioritize community needs.
- Create a positive and inclusive work environment for all YouthForce Team Members
- Maintain proper and accurate administrative records while adhering to timelines and work goals
- Previous experience in community work, volunteering, landscaping, or cleaning is considered an asset

Position Requirements

- Must be legally eligible to work in Canada.
- Completed high school or GED (post-secondary education is an asset).
- Relevant work experience or prior participation as a YouthForce Team Member preferred.
- Strong leadership, communication, and problem-solving skills.
- Comfortable supervising youth in outdoor, physical work environments.

- Ability to lift up to 50 lbs and work outdoors in summer weather conditions (rain or shine).
- Valid driver's licence and daily access to a personal vehicle required; must travel between sites in Kitchener-Waterloo and Cambridge.
- Willing to complete Police Record Check with Vulnerable Sector Scan (if over 18).
- Willing to complete Standard First Aid & CPR (training provided if needed).

Compensation and Benefits

- Salary: \$21.00 per hour, 35 hrs/week
- Mondays- Thursdays are paid work assignments in the community
- Friday mornings are reserved for paid workshops, training, and certifications
- YouthForce provides work boots, necessary PPE, First Aid & CPR certification and uniform shirts
- Mileage reimbursement is provided for travel between site visits and work placements

Employment Details

Working Conditions	Details
Hours of work	<p>Monday- Friday, 35 hours per week (8:30 AM - 4:30 PM, includes a one hour unpaid lunch)</p> <p>Expected Start Date: June 29, 2026 Expected End Date: August 27, 2026</p>
Work environment	<p>July and August: This is an on-site position, and the successful candidate is expected to work at scheduled job sites in Kitchener-Waterloo and Cambridge. You will be responsible for a staff team during July and August.</p>
Travel requirements	<p>A valid driver's license and daily access to a personal vehicle for work use are required. Must be willing to travel between work sites and store materials and supplies. Mileage provided by YouthForce.</p>
Special conditions or requirements	<p>Completion of Police Record Check with Vulnerable Sector Scan (if over 18 years of age)</p> <p>Willingness to complete Standard First Aid & CPR provided by Kinbridge (if not already certified)</p> <p>Must be willing and able to work outside (rain or shine), travel between sites independently, and be able to lift 50lbs</p>

YouthForce and Kinbridge Community Association are committed to hiring people who are representative of the diverse populations we serve, and we strongly encourage qualified applicants from varied backgrounds to apply and to self-identify in their cover letters.

All applicants are welcome, but priority is given to those with lived experience in Waterloo Region Housing and affordable housing communities.

Application Instructions

To be considered, applicants must submit a resume and cover letter and complete the screening questionnaire that will be sent to you after your application is received.

Please send your resume and cover letter to youthforce@kinbridge.ca

Every application is thoughtfully reviewed by a member of our hiring team. We do not use AI or automated systems to screen candidates.

Deadline: Monday Mar 23, 2026 at 5:00 PM.

