

Inclusion Specialist (4 positions)

Qaulirmat Youth Leadership Camp

Organization Description:

All Arctic is an Inuit-run not-for-profit organization that is on a mission to build, develop and implement programs that contribute towards a brighter future for all people in the Arctic. All Arctic strives to direct people towards advantageous opportunities, improve social conditions, and empower people by coaching them on how they can achieve their goals in their personal life, communities, professional career, and academic path.

All Arctic is searching for an Inclusion Specialist for one of our youth programs called Qaulirmat, which is a summer leadership camp for Inuit youth. We are committed to our employees and ensure a collaborative work environment.

Job Summary:

We are looking for a compassionate, dedicated, and experienced Inclusion Specialist to ensure that all youth participants—regardless of ability, background, or needs—feel supported, respected, and fully included in our summer camp experience. The Inclusion Specialist plays a critical role in creating a safe, adaptive, and welcoming environment for children with diverse needs, including those with disabilities, behavioral challenges, and other support requirements.

Key Responsibilities:

- Work one-on-one or in small groups with youth participants who require additional support to participate fully in camp activities.
- Collaborate with camp animators and staff to adapt programs and activities to be accessible and inclusive.
- Build strong, trusting relationships with campers and families to understand individual needs and ensure a smooth integration into camp life.
Provide coaching, resources, and training to camp staff on inclusive practices, accessibility, and behavioral strategies.
- Monitor the overall inclusiveness of the camp environment and address any barriers to participation.
- Respond appropriately and calmly to behavioral or emotional challenges, using de-escalation and supportive techniques.
Maintain documentation related to camper needs, accommodations, and progress, as required.
Ensure that all camp policies related to inclusion, equity, and safety are upheld consistently.

Qualifications:

- Experience working with children and youth with disabilities, behavioral challenges, or special needs (e.g., as an educator, support worker, therapist, or in a similar role).
- Knowledge of inclusive education and adaptive recreational strategies.
- Strong communication, problem-solving, and organizational skills.
- Empathetic, patient, and flexible in fast-paced environments.
- Ability to work collaboratively with a multidisciplinary team.
- First Aid/CPR certification (or willingness to obtain).
- [Optional: Degree/diploma in Special Education, Child & Youth Work, Psychology, Social Work, or related field.]

Assets:

- Good verbal and written communication skills in two of the following languages: English, French, or Inuktitut
- Familiarity with neurodiversity, mobility accommodations, and trauma-informed care.
- Experience in a camp or recreational setting is a strong asset.

Education and experience requirements

- Secondary 5 and diploma of highschool completion
- 2 years of experience in working with youth
 - [Optional: Degree/diploma in Special Education, Child & Youth Work, Psychology, Social Work, or related field.]

Employer requirement for candidacy

- Perform a complete background check and criminal record check

Disclaimer

This job description is intended to describe the general nature and level of work performed. Duties and responsibilities may be amended as required to meet organizational and program needs.

It is All Arctic's mandate to promote employment of beneficiaries of the JBNQA, Inuvialuit Final Agreement, Nunavut Lands Claims Agreement or Labrador Inuit Land Claims Agreement, though non-beneficiaries are also invited to apply.

Place of work: Nunavik (Salluit, Kangiqsujuaq, Puvirnituk, or Quaqtaq)

Duration of contract: 8 to 10 weeks (350 hours)

Salary: \$35.40 per hour

Other benefits: Nunavik Cost-of-Living Allowance, Housing (if not home community)

Schedule: 35 hours per week.

Please apply online on www.qaulirmat.ca or in writing by sending your CV/resume and letter of intent to this email before June 20th, 2026: admin@qaulirmat.ca

All Arctic

www.allarctic.org

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All Arctic, an Inuit not-for-profit organization, is on a mission to develop and implement programs for the betterment of all people of the Arctic