



Toronto Island SUP Inc.  
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## JOB DESCRIPTION: SUP INSTRUCTOR & GUIDE

Toronto Island SUP is the only stand up paddleboard (SUP) and kayak company on Toronto Island which is the premier destination for these activities in the city. The company was established in 2014 and continues to grow with a mission to connect people with the water through SUP and kayak experiences. We strive to create community, respect the natural world and foster experiences over material possessions. Our listings include both unguided and guided experiences through the lagoons of the island. We are looking for passionate individuals to help us facilitate these adventures and keep our guests safe in the calm heart of the city.

### **Nature of Work**

Instructors teach on land and water for the 75-minute Intro to SUP class plus set up and tear down if required. Most lessons will be non-sanctioned meaning guests do not receive any special certification but simply receive a quick introduction to allow them to feel safe and comfortable on the water. There are other courses, events and workshops that we run beyond the basic intro course but this is the most common scenario.

Instructors teach the basics of getting on and off the board, paddling in a straight line, stopping, turning, falling off and getting back on, and more. See the Intro to SUP outline for more information.

### **Requirements**

Experience with SUP (SUP Instructor Course preferred) and paddling, strong swimming ability, First Aid & CPR-C certified, NLS or Bronze Cross not required but an asset.

### **Key Skills**

Clear communication, reading comprehension, time management, critical thinking, problem solving, organization, deductive reasoning, attention to detail, ability to work independently or with a team, physical ability to lift & transport equipment, guest management and practice good self-care with relation to working in an outdoor waterfront environment.

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## **Main Duties**

Deliver high quality SUP instruction, equipment transport, drive electric utility vehicle, answer emails, keep beach area clean & free of garbage, answer TISUP phone, manage guests, maintain good organization, promote social media channels & contact with customers, engage with customers & create rapport, deliver timely & effective instruction, check equipment pre and post session for damages, keep general care of equipment and uphold business image.

## **Working Hours**

This position is heavily reliant on weekend availability. Instructors and guides are asked to be slightly early for setup and greeting guests. Some basic tear down might be asked of them if necessary. Please check website for up-to-date information on schedules.

There are generally three classes per weekend day and 1 or 2 per weekday total but is highly weather and season dependent. There are other specialty experiences which may occur at different times throughout the week such as Eco-Tours, evening programming, SUP Yoga or others. Instructors for these special experiences are chosen based in interest and skill.

Instructors will be assigned to different experiences up to 2 weeks in advance based on discussed availability and may also be assigned up until 24 hours or less beforehand based on real time bookings.

## **Compensation**

Non-certified instructors may assist in teaching with an experienced instructor and receive an agreed upon hourly rate.

Certified instructors start at a base of \$25 per class plus \$5 per person registered.

Please see individual agreements for more information.

*Interested candidates please submit an application through the online form found at [torontoislandsup.com/hiring](http://torontoislandsup.com/hiring). Feel free to contact for any clarifications or questions*

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