



Job Description: Nickel City Paintball Referee

Nickel City Paintball Mission Statement

Nickel City Paintball will have a personal commitment to offer an exceptional entertaining and safe experience to all of their customers.

Function

Under the supervision of Simon Raymond (General Manager) and Victor Valdes (Operator/Owner) of Nickel City Paintball, in accordance with the mission and vision of the Company, the Paintball Referee provides a safe, informative experience for guests. The main function, in addition to ensuring each guests' safety, is to create an unforgettable experience that each customer will remember and talk about for years. Referees must use communication skills to engage and react with each guest and ensure an exceptional time is experienced by everyone.

Overview of Essential Duties and Responsibilities

This position is responsible for ensuring the safety and exceptional experience for all guests. Referee must communicate with guests the rules of each game and provide excellent customer service. Referee must ensure all the players are playing within the rules, all players are taking all the necessary safety precautions, and be in position to judge elimination shots. Referee duties range from judging an accurate hit to eliminating players from game infractions.

Qualification Requirements

Must be able to communicate effectively with both adults and children in both group and individual settings. Be able to handle stressful situations calmly and effectively. Be able to handle multiple tasks and be creative and motivated. Have a great attention to detail to ensure safety and overall positive guest experience. Have excellent interpersonal, verbal, and written communication skills. Because this position is a safety-sensitive position, random alcohol and drug testing throughout the employment season.

Skills, Experience and Education

Candidates must be 16 years old on or before May 1st of the summer for which you are applying. Prior experience with outdoor recreation, athletics, educational roles, etc. is a plus.



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Language Skills: Ability to read, analyze, and interpret general business instructions, technical procedures. Ability to effectively respond to questions from managers and guests. Possess excellent reasoning and decision-making skills. French is an asset.

Physical Demands

Ability to assist and accommodate guests of various sizes throughout the course, including rescues. Possess full range of overhead arm motions. Have full hand dexterity. Ability to walk, hike in the woods. Ability to stand for long periods of time.

Work Environment

Ability to successfully work in a fast-paced, professional, and team-oriented work environment. The majority of work is conducted outdoors in climates from 5° to 40° Celsius.

Work Schedule and Compensation

The field will be open Saturday and Sundays, May 3rd, 2025, to October 26th, 2025 from 10am to 5pm. Block hours could vary from 4hr to 7hr per day. You may be asked to work on both Saturday and Sunday depending on availability and demand. Special Events during the season may occur and you may be asked to work evenings during the week. Compensation will be discussed during the interview process.

How to apply:

Send resume and cover letter to info@nickelcitypaintball.com

The hiring process:

A confirmation email will be sent once your application is received. Only those who are selected for an interview will be contacted via email and/or phone. First round interviews will entail a question-and-answer session in person or via teleconference. This is typically limited to about 15 minutes. Second round interviews will be a skills assessment day in which applicants will participate in a day at the Nickel City Paintball field. This may last nearly an entire day. After the second round of interviews, those who qualify will receive an official job offer.