



Cairn Family of Camps Summer Staff Job Description Counsellor

Positions Available: 15

Reports to: Counselling Manager, Glen Mhor Program Supervisors, Integration Program Supervisor

GENERAL FUNCTION

Counsellors ensure campers are provided with a safe, enjoyable, and memorable camp experience, working collaboratively with their co-counsellor(s) to supervise, care for, and lead a cabin of campers. They act as a friend, confidant, mentor, and role-model, and promote the physical, mental, emotional, and spiritual growth of each child. Counsellors may work in any of the following areas: Glen Mhor cabin, Iona Trip programs, 1:1 support counsellor, Camp in Your Own Backyard, kitchen, maintenance.

KEY RESPONSIBILITIES

- All-Staff Responsibilities:
 - Demonstrate strong support and commitment to the mission and core values of the Cairn Family of Camps.
 - Demonstrate strong support and commitment to serving the campers, staff, families, and all program participants of the Cairn Family of Camps.
 - Practice and support the health and safety of all campers, staff, families, and all program participants of the Cairn Family of Camps.
 - Complete additional duties as required.
- Camper Care Responsibilities:
 - Ensure camper safety and wellbeing is prioritized in all actions and decisions.
 - Provide attention to all campers both individually and within groups, showing compassion, understanding, and modeling positive behavior.
 - Ensure that at least one staff person is always with campers.
 - Work co-operatively with co-Counsellor(s) to ensure that campers are safe, maintain adequate personal health and hygiene, arrive at scheduled activities on time, participate fully in the camp program, and follow all camp rules.
 - Receive other specific direction based on the role filled each week: Glen Mhor cabin, Iona out-trips, 1:1 support, Camp in Your Own Backyard, etc.
 - Address camper needs (emotional, physical, behavioural etc.) collaboratively with co-counsellor(s), with support from the Program Coordinators and Counselling Manager as needed.
 - Complete administrative duties related to camper care, including but not limited to behaviour logs, situation of concern logs, communication logs, etc.
 - Prepare a postcard for each camper, and any other individualized communications as requested.
- Program Leadership Responsibilities:
 - Work collaboratively with other staff to ensure campers are engaged and supported throughout each activity.
 - Work collaboratively with co-Counsellor(s) to prepare and lead creative and theme-based programs for campers in activity times.
 - Participate fully in daily and evening programs, special day activities, and camp-wide programs.

JOB KNOWLEDGE & QUALIFICATIONS

- Experience working with children and youth, and/or an interest in developing skills in child and youth care and development.
- Experience in a Leadership program or Counsellor-In-Training program an asset.
- Personal Skills: empathy, compassion, creativity, problem-solving ability, growth mindset, adaptability, collaboration
- Standard First Aid/CPR-C
- National Lifeguard Certification or ability to obtain certification prior to the summer camp season an asset.
- Clear Police Reference Check and Vulnerable Sector Screening
- Mandated training (including AODA, Workplace Violence & Harassment, Health & Safety Awareness, Child Protection, etc.) is required before or shortly after commencement of work

COVID-19 ACKNOWLEDGEMENT

Due to the constantly evolving nature of policies, procedures, and recommendations surrounding the COVID-19 pandemic, the Cairn Family of Camps recognizes that elements of the summer 2021 schedule and programs, and – consequently – job responsibilities may be required to adapt. Until staff are hired, any updates to this document will be available on the Cairn website at <https://ilovecamp.org>. Once staff are hired, communication will take place directly via phone or email.

CONTACT

Please submit your application, including any supplementary documents, at <http://cairn.campbrainstaff.com>. Should you have any questions, please contact Robynne Howard, Camp Director, at robynne@ilovecamp.org.

The Cairn Family of Camps supports diversity, equity and a workplace free from harassment and discrimination. The Cairn Family of Camps is committed to an inclusive, barrier-free recruitment and selection process and workplace. Individuals needing employment accommodation in the hiring process or job postings in an alternative format may contact the camp office.