



2023 Cairn Staff Pay Scale

To ensure that our top-quality staff are being remunerated in a fair and transparent fashion, we have updated the compensation structure for the summer of 2023. The general guidelines can be found in the table below.

Compensation for additional certifications may be requested. Please note that certifications that are considered relevant to your role and final salary offers are at the discretion of the Camp Director and Executive Director.

JOB CATEGORY	STARTING PAY (per week)	ADDITIONAL PAY (added to Starting Pay rate per week)	
		Previous Experience in Job Category	Role-Relevant Certifications (per week certification is used)
Assistant Director	\$620	+\$20/week for every year of experience	\$20 – National Lifeguard \$30 – Challenge Course Facilitator Level 2 \$30 – Lifesaving Instructor or ORCKA Instructor
Food Service Manager	\$720	+\$40/week for every year of experience, up to \$900/week	
Coordinator *	\$348	+\$12/week for every year of experience	\$20 – National Lifeguard \$30 – Challenge Course Facilitator Level 2 \$30 – Lifesaving Instructor or ORCKA Instructor
Program Counsellor Area Head	\$336	+\$12/week for every year of experience	\$20 – National Lifeguard \$30 – Lifesaving Instructor or ORCKA Instructor
Program Counsellor	\$300	+\$24/week per year of experience	\$20 – National Lifeguard \$30 – Lifesaving Instructor or ORCKA Instructor
Prep Cook, Facilities Staff, & Cabin Counsellor	\$240	+\$24/week per year of experience	\$20 – National Lifeguard

* Iona Program Coordinator (Tripper) will be paid according to this pay scale when they are on-site, and will be paid at Ontario Wilderness Guide minimum wage for the time they are leading canoe trips. More information can be found [here](#).

Relevant Previous Experience and Certification increases will be determined by the Camp Director or Executive Director based on information provided within your application. Please note that all final salary offers – including decisions about relevant experience and certifications – are at the discretion of the Camp Director and Executive Director.

Note that no employee room and board or uniform costs will be deducted from this salary.

Should you have additional questions, please contact Robynne Howard, Camp Director, at robynne@ilovecamp.org.