



Brigadoon Village Camper Care Director

Contract Dates: May 25th – August 28th, 2020

Position Description

Our Camper Care Director helps to lead the Support Staff team at Brigadoon Village. Collectively, the Support Staff team ensures the safe and smooth running of all aspects of camp. Each Support Staff team member is expected to model Brigadoon's values and philosophy at all times. Our Camper Care Director supports our Head Counsellors in ensuring that each of our campers is receiving the best possible care within our camp environment. The Camper Care Director helps the rest of the staff to grow and develop in the areas of: Community Building, Camper Development, Camper Engagement, and Behaviour Management. They have strong skills in working with and building rapport with children and youth. This person has the skills and experience to jump into any situation at camp and are among our go-to problem solvers. They understand the needs of youth living with chronic illnesses and other life challenges.

Reports to: Summer Director

Supervises: Head Counsellors, Camper Logistics Coordinator, All Counsellors

Position Specific Skills/Responsibilities

Camper Care:

- Camper Development: Leads the charge on making intentional decisions to help our campers learn and grow. Will help to ensure that every staff member is regularly thinking through our Camper Development philosophy and approach to ensure the most impactful possible camp experience.
- Camper Engagement: Demonstrates how to effectively use each moment of the day to build relationships with campers and make every part of the day fun. Helps to brainstorm ways to make downtime, mealtimes, bedtime, etc. as engaging as possible.
- Community Building: Helps to give support and insight in regards to building meaningful connections with and between campers.
- Behaviour Management: Troubleshoots challenging behaviour situations according to our program philosophy and helps to provide extra support to campers who need it.
- Weigh in on best practices to create meaningful routines within cabin groups.
- Liaise with parents/guardians to provide updates on camp stay, collect further information, and notify them of incidents.
- Step in to provide extra coverage for cabin groups where required (counsellor time off, extra support required, etc.)

Staff Supervision:

- Responsible for supervising up to 25 staff members.
- Conduct weekly check-ins with counsellors to help them problem solve and ensure they are performing to the best of their abilities.
- Play a key role in the design and delivery of our Staff Training periods.
- Provide instruction and feedback on performance to counsellors.
- Assist with the writing and delivery of staff evaluations.
- Support counsellors and help to ensure their needs are being met.
- Help to manage challenging dynamics between staff members.

General Camp Management:

- As part of the Support Staff team, consistently evaluate all aspects of camp in order to ensure that everything is running smoothly.
- Instruct in activity sessions when and where appropriate.
- Assist in planning and delivering "camp wide" programs and events.
- Ensure camper safety is maintained according to relevant policies and procedures.
- Model our philosophy and values, encouraging a positive culture and staff dynamic.
- Help to ensure that camp facility is well-cared for and kept clean.
- Create opportunities for all campers to experience exceptional fun!

We're Looking for People Who Are:

- Committed to consistent learning and growth.
- Team players, willing to help out in all areas in any way they can.
- Passionate about helping to create a transformative experience for our campers.
- Creative and enthusiastic
- Organized, strong communicators, and competent problem solvers.
- Energetic and silly
- Kind and compassionate
- Flexible and able to adapt to rapidly changing circumstances.
- Able to work effectively in high-pressure circumstances.
- Able to physically and mentally care for campers for full days (7 am – 11 pm).

Requirements and Qualifications

- Previous camp supervisory experience is preferred.
- Minimum 2 years' camp experience required.
- Post-secondary degree in a related field is an asset.
- Current Standard First Aid / CPR-C (can be obtained after job is offered)
- Criminal Record Check (including Vulnerable Sector Check (can be obtained after job is offered)
- Proof of complete Immunization History prior to start date.

Further Position Details:

Camp sessions last from Sunday-Friday and all Brigadoon staff members will be expected to live on-site, working full days. There will be time off allocated to staff members each day, but staff should be aware that they are expected to work from approximately 7:00 am – 11:00 pm during each day of camp. Staff are expected to live onsite for the entirety of the summer season (May 25th – August 28th) and will be able to leave site between camp sessions.

- Camp staff must be able to commit to the duration of the contract in order to secure employment.
- Room and Board are provided for the entirety of the camp season.
- There will be a preliminary Spring Training period from April 26th – 29th (those who are unable to attend will be paid for it and expected to review the makeup resources).
- The Camper Care Director contract will begin on May 25th and will encompass the following time frames:
 - May 25th – June 14th: Pre-season training, planning, and preparation
 - June 14th – 18th: Support Staff-specific Training
 - June 19th – 26th: Full Team Staff Training
 - June 28th – August 28th: Summer Camp Sessions

There will be further opportunities to join the team in our Spring and Fall seasons as an Activity Instructor, if interested.

How to Apply:

Any potential candidates interested in joining us for the 2020 Summer Season are welcome to apply online at <https://brigadoon.campbrainstaff.com>

Applications will be accepted until February 29th. Any questions about employment opportunities can be directed to our Summer Director, Tiffany MacInnis at tiffany@brigadoonvillage.org