



Brigadoon Children's Camp Society

Cabin Lead (5 Positions)

About Brigadoon

Brigadoon Village is a non-profit year-round recreational facility. During the summer months, we run an overnight summer camp program specific to children and youth living with chronic health conditions and other life challenges (such as grieving the loss of a loved one). Our programs give campers a chance to meet others who understand their specific struggles and help them to feel less alone in their challenging circumstances. We focus on building meaningful connection and community and sending our campers home stronger, more confident, and with some new skills to be proud of. Our hope is that if we do our jobs well, the one week that they spend with us each year can make the other 51 weeks of the year a little bit easier.

Our Staff Culture: We work hard to establish a collaborative and positive community where we treat one another with kindness, understanding, and give one another the benefit of the doubt. We celebrate new ideas, encourage making mistakes and trying again, and emphasize effort rather than perfection. At Brigadoon, performing well at your job means also contributing positively to our team and environment. We teach our campers how to be compassionate, how to build connections, help them to build their confidence, and help them to bounce back when things don't go their way. That means that we need to be strong role models of these qualities as well. Most of all, we emphasize constant growth and improvement and are always striving to find a better way to do what we do.

Find a list of our condition-specific camp sessions here: <https://brigadoonvillage.org/camps/>

Contract Dates: June 13th – September 2nd, 2022

Salary Range: \$4,200 - \$4,700 for the entirety of the contract.

Salary is based on skills and experience.

We understand that our salary range isn't necessarily competitive with other positions available to you for the summer.

However, some helpful things to keep in mind:

- Accommodations are provided for the entirety of the contract
- Food is provided for the entirety of the contract
- A summer with us will be one of the most supportive, fun, joyful, rewarding, and growth-filled you'll have!

If a full-time summer position with us won't be possible for you financially, we absolutely understand and would encourage you to get in touch to discuss other potential opportunities at Brigadoon.

Position Description

Our Cabin Leads are the go-to problem solvers within each of our cabins. Our Cabin Leads have strong behaviour management and group management skills and are able to build strong positive rapport with a wide range of children and youth. They are responsible for supporting and supervising each of the counsellors assigned to them for the week, helping them to learn and grow. Above all, they are responsible for ensuring that each camper within their cabin is having a meaningful camp experience full of growth and exceptional fun.

Camper Care:

- Lead the charge on making intentional decisions to help our campers learn and grow. Help to make individualized plans for each camper to determine how we can help them to develop.
- Help to troubleshoot and manage challenging group dynamics and behaviour management situations.
- Help to establish a community within cabin groups and encourage meaningful connections between campers.

- Model our camper care philosophy for the rest of the team.
- Model camper engagement to all counsellors (coming up with fun ways to keep campers engaged, fun ways to move through routines, etc.)
- Connect with camper families where appropriate.
- Step in to provide extra coverage for cabin groups where required (counsellor time off, extra support required, etc.)

Staff Supervision:

- Directly supervise the counsellors within their cabin
- Conduct nightly/weekly check-ins with counsellors to help them problem solve and ensure they are performing to the best of their abilities.
- Provide instruction and feedback on performance to counsellors.
- Support counsellors and help to ensure their needs are being met.
- Ensure counsellors have all relevant information needed to do their jobs effectively.
- Help to manage challenging dynamics and effective workload sharing between staff members.
- Coordinate schedules of counsellors/camper programs within their given cabin group.
- Assist in the delivery of our Staff Training period.

General Camp Management:

- Contribute positively to our camp environment.
- Manage your own wellness and communicate your needs. You're important!
- As part of the Support Staff team, consistently evaluate all aspects of camp to ensure that everything is running smoothly.
- Communicate all relevant information to other areas of the camp team.
- 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 the camp facility is well-cared for and kept clean.
- Collect and supervise the completion of weekly paperwork (must be organized to facilitate this!)
- Complete any other tasks required to ensure a meaningful and exceptionally fun camper experience!

Who We're Looking For:

We are looking to recruit a team of people whose strengths, skills, and backgrounds are as diverse as those of our campers. We are keen to have people join our team who are:

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| ○ Committed to consistent learning and growth. | ○ Kind and compassionate |
| ○ Team players, willing to help in all areas | ○ Flexible and able to adapt quickly |
| ○ Organized | ○ Able to stay calm in high-pressure situations. |
| ○ Strong communicators | ○ Able to work LONG and challenging days |
| ○ Competent and creative problem solvers. | ○ A minimum of 18 years old |
| ○ Passionate | |
| ○ Energetic and silly | |

Prior to Your Start Date, We'll Need:

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| ○ Standard First Aid and CPR Level C | ○ We may require other certifications relevant to your specific position, which we can discuss at the time of interview |
| ○ A current Criminal Record Check (including Vulnerable Sector Check) | ○ A complete Immunization History |
| ○ A current Child Abuse Register Check (for Nova Scotia residents only) | |

Further Position Details:

This job is hard! 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 (June 13th – September 2nd) and will be able to leave site between camp sessions (though they are welcome to stay onsite between sessions, as well).

- Camp staff must be able to commit to the entire contract to join us. Please get in touch if you have specific questions about this.
- There will be a Staff Training period from June 13th – July 1st prior to the beginning of our first session on July 3rd. This Staff Training period is mandatory for all team members.
- We recognize that given the constantly evolving nature of policies, procedures, and recommendations related to the COVID-19 pandemic, some details of our job offers, contracts, employment dates, and duties may be required to adapt. We will keep you updated as we have more information to share.

Brigadoon Village is committed to employment equity and encourages all passionate, hard-working candidates to apply. If you require an accommodation at any point during the hiring/employment process, please let us know and we will work with you to meet your needs. All responses will be kept entirely confidential.

How to Apply:

Any potential candidates interested in joining us for the 2022 Summer Season are welcome to apply online at <https://brigadoon.campbrainstaff.com>

Applications will be accepted until January 14th, 2022. Any questions about employment opportunities can be directed to our Summer Director, Tiffany MacInnis at tiffany@brigadoonvillage.org

We have a variety of other positions available on our team as well, more information about staff positions with us is available at <https://brigadoonvillage.org/team/summer-camp-staff/>