



## Brigadoon Children's Camp Society

### Camper Care Director (1 Position)

#### About Brigadoon

Come spend your summer outside with us for days full of fun, laughs, and making a huge difference!

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.

More information on our Summer Camp programming and a list of our condition-specific camp sessions can be found here: <https://brigadoonvillage.org/camps/>

**Contract Dates:** May 20<sup>th</sup> – August 30<sup>th</sup>, 2025

This position is required to live on-site from June 16<sup>th</sup> – August 30<sup>th</sup>, but work location can be flexible before this date.

**Salary Range:** \$7500 - \$8250 for the full length of the contract.

Salary is based on skills and experience. Applicants with no previous experience in a similar role can expect the baseline salary amount.

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 full contract (if you choose to live on-site prior to June 16<sup>th</sup>)
- Food is provided for the full contract (if you choose to live on-site prior to June 16<sup>th</sup>)
- 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 Camper Care Director helps to lead our Brigadoon Support Staff Team, providing key leadership and support to our summer staff team, modelling our culture and philosophy, and ensuring that all aspects of the camp program are running smoothly.

Our Camper Care Director supports our Cabin Leads and 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 relationships with children and youth. This person has the skills and experience to jump into any situation at camp and is among our go-to creative problem solvers.

## 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, etc. as engaging as possible.
- Community Building: Helps to give support and insight into 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.
- Weighs in on best practices to create meaningful routines within cabin groups.
- Connects with families to provide updates on camp stay, collect further information, and notify them of incidents.
- Steps 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.
- Conducts weekly check-ins with Counsellors and Cabin Leads to help them troubleshoot, ensure they are performing to the best of their abilities, and facilitate growth and support
- Plays a key role in the design and delivery of our Staff Training periods.
- Provides instruction and feedback on performance to counsellors.
- Assists with the writing and delivery of staff evaluations.
- Supports Counsellors and Cabin Leads and helps to ensure their needs are being met.
- Helps to manage challenging dynamics and effective workload sharing between staff members.

## General Camp Management:

- Model our philosophy and values, encouraging a positive culture and staff dynamic.
- 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 keep improving.
- Communicate all relevant information to other areas of the camp team.
- Run program activities and provide additional camper supervision 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.
- Help to troubleshoot situations in all areas of camp, including program delivery and camper behaviour.
- Help to ensure that the camp facility is well-cared for and kept clean.
- Collect and supervise the completion of weekly paperwork.
- Complete any other tasks required to ensure a meaningful and exceptionally fun camper experience!

## Designated Support Staff:

Each member of our Support Staff team will be responsible for being on duty during one weekend of the summer. The Designated Support Staff member is put in place to ensure that there is one clear person on-site each week to respond to issues or emergencies that might come up over the weekend between camp sessions. These weekends will be determined at the beginning of the summer and we can schedule around any existing plans/preferences people have.

Duties of the Designated Support Staff include:

- Connecting with Brigadoon Management (these folks are offsite, but are always on call over the weekend) if any issues require troubleshooting (including emergencies, issues with staff members, etc.)
- Welcoming volunteers or folks from partner organizations who need to arrive over the weekend
- Updating the Summer Director on any developments at the end of the weekend.

The Designated Support Staff is **not** responsible for providing emotional/mental health support for staff members, managing performance/social issues for staff, cleaning up after others, or planning activities over the weekend.

## 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:

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

## Before Your Start Date, We'll Need:

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

## 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 assigned 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 on-site for the full summer season (June 16<sup>th</sup> – August 30<sup>th</sup> for this position) and will be able to leave site between camp sessions (though they are welcome to stay on-site 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 questions about this.
- There will be an extended period of training at the beginning of the contract to make sure that you have all of the skills and information needed to do this job well!
- There are opportunities to gain certifications in areas like climbing, paddling, first aid, and lifeguarding through employment with us. We'll also give you experience in plenty of outdoor education programming as well as programming in a wide range of other program areas!
- This job will make you a strong leader in whatever employment field you pursue next! We'll help you to develop strong communication and problem-solving skills, teach you to work with a wide range of people, and help you to be more flexible, organized, and resilient.

## Employment Equity:

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:

**Applications for our 2025 staff positions will open on December 15<sup>th</sup>, 2024.**

You can find the application [here](#). If you're reading this before December 15<sup>th</sup>, please feel free to visit the same link and complete our Expression of Interest form. We'll be in touch with more information as soon as applications open!

Applications will be accepted until January 17<sup>th</sup>, 2025. Any questions about employment opportunities can be directed to our Camp Director, Malcolm Elliot at [malcolm.elliott@brigadoonvillage.org](mailto:malcolm.elliott@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/about/team/summer-camp-staff/>