



Brigadoon Children's Camp Society

Leadership and Volunteer Coordinator (1 or 2 Positions)

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 for 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 for a list of our condition-specific camp sessions can be found here: <https://brigadoonvillage.org/camps/>

Contract Dates: May 26th – August 30th, 2025

- This position is required to live on-site from June 2nd – August 30th, but work location can be flexible before this date.

Salary Range: \$6000 - \$7000 for the entirety of the contract.

Salary is based on skills and experience. Applicants with no previous experience in a role like this can expect the base salary for this. 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 length of the contract
- Food is provided for the full length 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

The Leadership and Volunteer Coordinator is responsible for supporting the experience of our volunteers and participants in our leadership programs, including:

- Week-long volunteers, assigned as assistant counsellors
- Day-long volunteers who join us to help with specific tasks or processes
- Campers aged 15+ participating in our Summer Leadership Program,
- Former campers aged 18-19 participating in the Junior Counsellor Program.

General Participant Support

- Act as the main Brigadoon contact for all volunteers and leadership participants.
- Communicate with volunteers and leadership participants in the lead up to their arrival to camp to ensure they are properly prepared.
- Facilitate regular check-in and feedback sessions to ensure that all volunteers and leadership participants are well-supported and thriving.

Leadership Program Facilitation

This person is responsible for the facilitation of each of Brigadoon's leadership programs, each of which consist of a Training Weeks as well as one or more Service Weeks (on-the-ground learning and involvement in camp from a leadership perspective).

- Our Summer Leadership Program for current campers age 15+
- Our Junior Counsellor Program for former campers age 18+

Specific duties include:

- Creating schedules for each program's Training Week and in collaboration with other Brigadoon staff, facilitating sessions which teach the Brigadoon Leadership curriculum to participants.
- Create and manage schedules for each participant during Service Weeks
- Evaluate participant strengths and areas of growth through Service Weeks and deliver feedback accordingly.
- Liaise and coordinate with counsellors and other staff regarding logistics of Leadership participants' tasks/responsibilities and how to best support them.
- Continually evaluate the effectiveness of the program to ensure it is being delivered to the highest standard.

Volunteer Management

This person is responsible for the management of every aspect of the Brigadoon volunteer experience, ensuring that they are set up for success and that they're supported through a positive experience on-site. Specific duties include:

- Interview, select, and ensure appropriate documentation is collected from each volunteer.
- Manage recruitment of the appropriate number of volunteers for each camp week.
- Facilitate volunteer training and orientation to ensure each individual is well-prepared for their role at camp.
- Help volunteers to troubleshoot issues, deliver feedback on performance, and give advice on how to handle challenging situations.
- Ensure consistent communication with volunteers, as well as with relevant staff members, so they have all relevant information in order to do their jobs effectively.
- Liaise and coordinate with counsellors and other staff regarding logistics of volunteers' tasks/responsibilities and how to best support them.
- Collect feedback from volunteers regarding their experience and improvements to be made.

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.
- Run program activities or 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.
- Model our philosophy and values, encouraging a positive culture and staff dynamic.
- Help to troubleshoot situations in all areas of camp, including program delivery and camper behaviour.
- 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 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 on-site for most of or the full summer season (June 2nd -August 30th for this positions) and will be able to leave site between training weeks and between each camp session (though they are welcome to stay on-site during these periods, 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 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 15th, 2024.

You can find the application [here](#). If you're reading this before December 15th, 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 17th, 2025. Any questions about employment opportunities can be directed to our Camp Director, Malcolm Elliot at 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/>