



Brigadoon Children's Camp Society

Counsellor/Programmer (30 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 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 for a list of our condition-specific camp sessions can be found here: <https://brigadoonvillage.org/camps/>

Contract Dates: June 21st – August 29th, 2026

Salary Range: \$3,000 - \$3,800 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
- Food is provided for the full 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

Counselling staff are the key component to ensuring that each of our campers has a truly meaningful camp experience. **Counsellors** live in the cabins with campers (though in a separate room) and accompany them to every camp activity from wake up until bedtime, helping to make sure that campers are safe, being included, trying new and challenging activities, feeling valued and heard, and learning what they're capable of.

Counsellor/Programmers will also be expected to spend several weeks during the summer as a **Programmer**. We set our positions up this way to keep staff fresh and give them an opportunity to see camp from multiple perspectives. Each staff member will be assigned to and trained thoroughly in one program area included in the Brigadoon weekly schedule. These program areas include, but may not be limited to:

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|-----------|---------------------|---------|------------|
| ○ Boating | ○ Outdoor Adventure | ○ Music | ○ Media |
| ○ Cooking | ○ Visual Arts | ○ Drama | ○ Climbing |

In order to work in some of these program areas, staff will require additional certifications or experience, all found on our application! During programming weeks, staff will also spend time contributing to more of the behind-the-scenes aspects of camp. Don't have experience in any of the above **yet?** No problem! We'll get you ready to go before camp starts!

As A Member of Our Team, You Will Be Expected (And Trained!) To:

- Contribute positively to our camp environment.
- Manage your own well-being and communicate your needs. You're important!
- Encourage positive interactions and meaningful connections with and between campers.
- Resolve conflicts and manage challenging behaviours.
- Model our philosophy and make thoughtful decisions to help develop and grow our campers and community.
- Ensure camper safety is maintained according to relevant policies and procedures.
- Plan and deliver activities in your program area which are appropriate and engaging for a wide range of ages, skill levels, and developmental levels.
- As a team with other staff members, lead songs, activities, or skits during campfire.
- As a team with other staff members, plan and deliver "camp-wide" programs and events.
- Regularly evaluate program delivery to ensure that all activities are the best they can be.
- Complete daily and weekly reports giving more information about your experience, campers, cabin group, and program area.
- Help to ensure that our camp facility is well-cared for and kept clean and safe.
- Complete any other tasks required to ensure a meaningful camper experience full of growth and exceptional fun!

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 onsite for the full summer season (June 21st – August 29th) 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.
- There will be a Staff Training period from June 21st - July 3rd before our first group of campers arrives on July 5th. This Staff Training period is mandatory for all team members.
- 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.

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 2026 staff positions will open on December 1st, 2025.

You can find the application [here](#). If you're reading this before December 1st, 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 16th, 2026. If you have any questions about our employment opportunities, please feel free to reach out to us at staffing@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/>