



Cairn Family of Camps Summer Staff Job Description Program Counsellor – Land Programs Area Head

Positions Available: 1

Reports to: Assistant Director - Program

GENERAL FUNCTION

Program Counsellor Area Heads offer leadership in camper care, program development, and program instruction while working with one or two co-Counsellors to supervise, care for, and lead a cabin of campers. They apply their previous experience in child and youth leadership to promote the physical, mental, emotional, and spiritual growth of each child as a friend, mentor, and role-model. In addition to camper care responsibilities, the Land Programs Area Head takes a leadership role within the Glen Mhor Program in the development, implementation, training, and maintenance of the land program areas: archery, outdoor living skills, hammocks, and sports. Through camper care and program area oversight, they ensure that camp offers a safe inclusive environment that encourages self-esteem, stewardship, and servanthood.

KEY RESPONSIBILITIES

- All-Staff Responsibilities:
 - Demonstrate strong support and commitment to the mission and core values of the Cairn Family of Camps.
 - Demonstrate strong support and commitment to serving the campers, staff, families, and all program participants of the Cairn Family of Camps.
 - Practice and support the health and safety of all campers, staff, families, and all program participants of the Cairn Family of Camps.
 - Complete additional duties as required.
- Camper Care Responsibilities:
 - Ensure camper safety and wellbeing is prioritized in all actions and decisions.
 - Provide attention to all campers both individually and within groups, showing compassion, understanding, and modeling positive behavior.
 - Ensure that at least one staff person is always with campers.
 - Work co-operatively with co-Counsellor(s) to ensure that campers are safe, maintain adequate personal health and hygiene, arrive at scheduled activities on time, participate fully in the camp program, and follow all camp rules.
 - Professionally and supportively address camper needs in conjunction with the Camper Care Coordinator and Assistant Directors.
 - Complete administrative duties related to camper care, including but not limited to behaviour logs, situation of concern logs, communication logs, etc.
 - Prepare a postcard for each camper, and any other individualized communications as requested.
 - Assist the Camper Care Coordinator with communications as needed, including but not limited to pre-camp contact, phone calls to new camper families, behavioral phone calls, etc.



- Program Leadership Responsibilities:
 - Design and lead activities in archery, outdoor living skills, hammocks, and sports program areas.
 - Design and lead sessions outside of the Land areas, as requested by the Assistant Director – Program, with support from the respective Area Head for program ideas.
 - Design and lead age-appropriate program activities for campers that are tailored to the needs, abilities, and interests of the group.
 - Oversee and manage operations, safety, and in-house training for Land program areas.
 - Complete regular inspection, maintenance, and organization of Land program areas, with support from the Glen Mhor Program Coordinators and Facilities Team.
 - Assist in preparing and leading staff training in Land program area.
 - Develop resources and program plans to provide program leadership support to other staff.
 - Complete regular equipment inspections.
 - Complete a year-end report outline the roles & responsibilities of the job and suggestions for the upcoming seasons.
 - Coordinate with the Glen Mhor Program Coordinators, Assistant Director - Program, and other staff regarding scheduling and special events.
 - Work collaboratively with other staff to ensure campers are engaged and supported throughout each activity.
 - Prepare and lead Land Program activities for camper-choice sessions as assigned.
 - Ensure all rules and processes are followed for each program area.
 - Prepare and lead creative and theme-based programs for campers in activity times, in conjunction with co-counsellor(s).
 - Participate fully in daily and evening programs, special day activities, and camp-wide programs.

JOB KNOWLEDGE & QUALIFICATIONS

- Minimum 2 years previous experience as a camp staff member with experience leading and facilitating programs, or equivalent experience working with children and youth.
- Personal Skills: empathy, compassion, creativity, problem-solving ability, growth mindset, adaptability, collaboration.
- Standard First Aid/CPR-C
- National Lifeguard Certification and/or Challenge Course Certifications (Level 1 Ropes) an asset, and/or sufficient experience in music, arts, dance, drama, archery, or outdoor skills program leadership.
- Clear Police Reference Check and Vulnerable Sector Screening
- Mandated training (including AODA, Workplace Violence & Harassment, Health & Safety Awareness, Child Protection, etc.) is required before or shortly after commencement of work
- The successful applicant is required to live onsite through the duration of their contract.

APPLICATION & CONTACT INFORMATION

Please submit your application, including any supplementary documents, at <http://cairn.campbrainstaff.com>. Should you have any questions, please contact Robynne Howard, Camp Director, at robynne@ilovecamp.org.



The Cairn Family of Camps is committed to employment equity, and supports diversity, equity and a workplace free from harassment and discrimination. All qualified candidates, including candidates from diverse backgrounds, are encouraged to apply. The Cairn Family of Camps is committed to an inclusive, barrier-free recruitment and selection process and workplace. Individuals needing employment accommodation in the hiring process or job postings in an alternative format may contact the camp office.