



JOB POSTING

Cabin Counsellor Rainbow Lake

ABOUT US

Campfire Circle (formerly Camp Ooch & Camp Trillium) has offered healing through happiness for thousands of kids and families affected by childhood cancer since 1983. It's where kids can be kids, and families can be families—engaging in camp-inspired community, in-hospital, and overnight camp programs, at no cost to them. As a privately funded organization, Campfire Circle donors make thousands of life-changing experiences possible for Campers throughout the year, all across Ontario.

At Campfire Circle we are committed to ensuring employment is accessible within our organization. To help reduce financial barriers for summer staff members, we have funding available to assist with costs related to the job such as: camping equipment/gear, outdoor clothing, training/certifications, and transportation, mileage, or parking. If you require financial assistance related to the program, you are invited to make this known during the recruitment process

THE OPPORTUNITY

Do our values of care, community, inclusion, sustainability, and integrity resonate with you? Whether it's at Rainbow Lake, a quiet 143 acres site in Waterford, at Muskoka, which features 400 wooded acres in the town of Rosseau, or at one of our urban locations in the GTA, London, Ottawa or Hamilton, you are connecting kids and families with fun indoor and outdoor activities that help improve their overall wellbeing.

Campfire Circle will be running in-person overnight camp programs at both of our overnight camp locations, and community and day camp programs in the GTA, London, Ottawa and Hamilton.

Do you have experience as a staff or volunteer working with children in a recreational setting? We are searching for **Cabin Counsellors** to join our Rainbow Lake Summer Staff Team in 2023.

Reporting to the Manager, Overnight Programs and the Director, Overnight Programs, and working closely with the rest of the summer staff team and in support of our volunteers, will work in a team to support and train staff and volunteers in providing parents/guardians and their campers, ages 0 to 18 at family overnight camps with a safe, accessible and inclusive camp experience. Alongside a team of other cabin counsellors, the first priority of this role is to be



responsible for a family and their safety while on site, including ensuring that Campers are supervised at all times. This role includes supporting families at all activities, meals and gatherings, as well as being a positive role model, and working with a team of staff and volunteers to create an experience and environment that will best meet the needs of all Campers and their families.

During your experience at Campfire Circle you will hone and develop your skills relating to group facilitation, planning creative, innovative and adaptive programs, public speaking, volunteer support and management, emotional resilience and compassion, and building personal and professional relationships within a team of like-minded co-workers and volunteers.

Start Date: June 21st, 2023

End Date: September 1st, 2023

Rate: \$4,500 (for the full contract)

Training/virtual training dates may occur prior to this date and are included in your full contract rate

Key Accountabilities:

1. FAMILY SUPPORT AND SUPERVISION: 60%

- a) Work with team of co-counsellors to provide a fun, safe, engaging camp experience for assigned family, including parents/guardians and their children (ages 0-18)
- b) Ensure safety and well-being of Campers while on-site by providing supervision at all times.
- c) Support family with behavior management strategies that fit the individualized needs of each camp participant
- d) Promote camper independence, facilitate peer-to-peer and family-to-family interactions, support the creation of fun, new, inclusive, and accessible programs within cabins. and help foster an inclusive camp environment

2. VOLUNTEER AND PROGRAM SUPPORT: 20%

- a) Participate in risk management with the program area and site emergency procedures.
- b) Support the planning, prepping, and execution of camp wide programs, theme, and other activities.
- c) Attend and participate in various program areas, staff meetings, and socials as required.
- d) Assist in facilitation of on-site volunteer trainings.
- e) Support with summer bus programs and bus chaperoning as needed
- f) Adhere to cleaning procedures and logging as trained and directed.
- g) Set up and prepare activities and activity areas in accordance with, but not limited to the standards of the camp, the guidelines of the Ontario Camps Association (OCA), and the organization's COVID protocols
- h) Ensure that camp programs incorporate camp values and traditions

3. COMMUNICATION AND ADMINISTRATION: 10%

- a) Communicate and collaborate with other co-counsellors to ensure supervision, safety, and well-being of assigned family.
- b) Ensure that camper and family notes are kept up to date, and reflect information relevant to supporting them at programs.
- c) Communicate Program needs and concerns to Camp Managers and Directors in a timely manner.
- d) Ensure accident/incident report forms are completed.
- e) Produce an end of summer report capturing daily procedures, reflections on the summer and notes for future staff members in this role

4. LEADERSHIP AND COMMUNITY: 10%

- a) Help build and maintain a positive, inclusive and supportive camp community, ensuring that lines of communications are accessible, open and positive and acting as a role model within the camp community.
- b) Identify staff/volunteer concerns as they arise and alert the Camp Director and Manager of recurring or unresolved issues.

5. Perform other duties and responsibilities as assigned by their Manager or their designate.

ABOUT YOU

In accordance with our mandate of creating a caring and safe environment for ill children and their families, we require attestation of childhood vaccinations, updated Police Record with Vulnerable Sector Screening, and proof of full vaccination against COVID-19 for all of our staff. We also require TB testing for all our program facing staff. Additionally, all of our staff are required to be currently eligible to work in Canada.

QUALIFICATIONS

Required Criteria

- a) Experience as a staff or volunteer in a camp environment and/or working with children in a recreational setting.
- b) Experience working with children with disabilities and/or additional physical, behavioural, and/or psychosocial needs as well as experience facilitating adaptive programming.
- c) Valid Standard First Aid & CPR-C certification for duration of the contract or willing & able to successfully take the certification (paid for by Campfire Circle).
- d) Current police reference check and vulnerable sector screening.

Advantageous Criteria

- a) Experience creating and facilitating adaptive programming.
- b) Bronze Cross or NL certification.
- c) Overnight summer camp experience.
- d) Demonstrated ability to work with children with serious illnesses and an understanding of how illness impacts the entire family.



- e) Therapeutic Crisis Intervention (TCI), Nonviolent Crisis Intervention (NVC), or similar certification or training
- f) Experience in lifts and transfers and the use of mobility devices
- g) Demonstrated commitment to volunteerism or volunteer sector.
- h) A current G or G2 Class driver's license and eligible to be insured under camp policy.

Particular Working Conditions:

- a) This position requires living at the Rainbow Lake campsite for the duration of the contract – room and board is provided. Routine evenings and weekend commitments are required.
- b) In consideration of the population Campfire Circle serves, the incumbent is a non-smoker.

Physical Requirements:

The usual and customary methods of performing the job's functions and supporting camp life require the following physical demands: lifting, carrying, pushing, and/or pulling; stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. The job is largely performed in an outdoor environment, working at heights. As part of this role, you may also be asked to sleep in a tent and cook outdoors over a fire (with assistance) through participation in an overnight camping trip or overnight canoe trip with your cabin group. The minimum physical requirements for this position include:

- Able to work outdoors in a variety of weather conditions
- Able to work at heights while supporting campers on High Ropes and Challenge courses
- Able to physically assist camper participants in the water
- Able to lift 20kg

TO APPLY

Qualified applicants are encouraged to apply by email at careers@campfirecircle.org. **Please indicate in the subject line the title of the role(s) you are applying for.**

Don't meet every single requirement in this posting? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet every single qualification. If you're excited about this role but your past experience doesn't align perfectly with every qualification or requirement we encourage you to apply anyways. You may be just the right candidate! Campfire Circle understands that the costs of training and certifications can be a barrier to accessing employment. As such we are committed to providing full reimbursements for expenses related to employment at Campfire Circle.

This posting will remain open until filled. Only applicants selected for an interview will be contacted. For more information about Campfire Circle, please visit www.campfirecircle.org - No phone calls please.



HEALTH AND WELLNESS

Campfire Circle acknowledges that the overall health and wellness of you and your family are important; for this reason, we have partnered with Homewood Health to create an employee and family assistant program which is accessible to all of our seasonal and year round staff members and their families.

ACCESSIBILITY & DIVERSITY, EQUITY AND INCLUSION

Campfire Circle is strongly committed to diversity within its community and welcomes applications from racialized persons/persons of colour, Indigenous People of North America and the world, persons with disabilities, 2SLGBTQIA+ persons, and those who may contribute to the further diversification of ideas. We are committed to providing equitable opportunities in employment and to providing a workplace which is free from discrimination and harassment.

We are equally committed to providing an inclusive and accessible workplace. Applicants requiring accommodations to access our job postings and apply for roles with our organization are invited to reach out to our HR Team at careers@campfirecircle.org or in a manner that fits their accessibility needs, and can trust that their application will be considered equitably for our available roles. Contact information for our HR Team is located on our website at <https://campfirecircle.org/about-campfire-circle/careers/>, and more information about our accessibility commitments can be found at <https://campfirecircle.org/about-campfire-circle/accessibility-at-campfire-circle/>.

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Campfire Circle is grateful for Indigenous communities' stewardship of the land that we occupy- the traditional territory of many nations such as the Mississauga's of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. We aspire to be deserving stewards of the land, in partnership with them.

We also acknowledge all Treaty peoples – including those who came here as settlers – as migrants either in this generation or in generations past - and those of us who came here involuntarily, particularly forcibly dis-planted Africans, brought here as a result of the Trans-Atlantic Slave Trade and Slavery.