



JOB POSTING

Head of High Ropes and Rock Climbing Muskoka

ABOUT US

Campfire Circle 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 by reducing financial barriers for summer staff members. Based on identified need, we may be able to assist with costs related to the job such as: camping equipment/gear, outdoor clothing, training/certifications, and transportation. If you require financial assistance related to the program, you are invited to make this known during the recruitment process.

THE OPPORTUNITY

Do you have experience as a staff or volunteer working with children in a recreational setting? Do our values of care, community, inclusion, sustainability, and integrity resonate with you? And do you have a passion for working with children and youth, and a desire to join a collaborative, supportive staff team where you'll make lifelong connections and develop skills that will support your success in your future chosen career path? If so, we'd love to hear more about you below!

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.

We are searching for a Head of High Ropes and Rock Climbing to join our Summer Staff Team in 2024.

Reporting to the Director, Overnight Program or their designate, The Head of High Ropes and Rock Climbing position is one of the senior staff team members of a paid summer staff team. In addition to facilitating the designated program area, it is the responsibility of the all-summer staff to actively support and provide resources to our volunteers throughout the summer. Primary responsibility will be overseeing the Adventure program and leading a team of staff facilitators to provide a safe and engaging program parents/guardians and campers ages 0 to 18 at our Rainbow Lake overnight site or campers ages 6-18 at our Muskoka overnight site. Other duties include planning, training and coordinating Adventure emergency procedures and overseeing the safety of all Adventure activities. Elements include low ropes



course, climbing tower/wall, dynamic team elements and a multi-level static course with a wheel-chair accessible first level.

Start Date: Friday, June 14th, 2024

End Date: Friday, August 30th, 2024

Rate: \$6,000 (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. Programming and Facilitation:

- a) Development, instruction, and supervision of an Adventure program that is: safe, creative, challenging, accessible, experiential, ability and age appropriate, environmentally friendly, and fun. This includes team-building exercises and low ropes challenges, as well as facilitation of the climbing tower, dynamic team elements, and multi-level static course.
- b) Inspection and risk management of Adventure Program course elements.
- c) Work with the Overnight Program Manager to adapt and adjust curriculum and activities from session to session based on feedback and experiences.
- d) Ensure that the Adventure Program activity area is a safe place at all times, including closing down the activity area when camp is not in session or when area is not supervised to ensure safe resting.
- e) Conduct regular risk management surveys of the site, activity facilities and equipment, reporting any damage to equipment or elements to Camp Director and Manager.
- 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.

2. Volunteer and Camper Support:

- a) Participate in risk management and site emergency procedures.
- b) Collaborate with medical team, Camp Directors, and Camper Support Specialists to ensure program and activities meet the considerations and needs of each participant.
- c) Assist in facilitation of on-site volunteer training.
- d) Support in planning, prepping, and execution of camp wide programs, theme, and other activities.
- e) Support, coach, and lead volunteers in achieving safe, fun, and engaging programs.
- f) When not at the program area, working alongside volunteers in providing general support and supervision to campers and families.
- g) Attend and participate in various program areas, staff meetings, and socials as required.
- h) Support with summer bus programs and bus chaperoning as needed.

3. Supervision and Management:

- a) Oversee risk management of all Adventure Program activities and the Adventure Program and course emergency procedures and rescues.
- b) Supervising, directing and overseeing the instruction and experience of all participants (campers, parents/guardians volunteers, and staff) on the Adventure Program.



- c) In collaboration with Camp Directors and Managers, supervision of the Adventure Program team (Adventure Program Instructors), including offering feedback, performance evaluation, and program development.
- d) Support in planning and facilitation of pre-camp summer staff training.
- e) Coordinate staff schedule for facilitation and time off.
- f) Oversee and monitor program curriculum planning and development to maintain program standards during growth.

4. Communication and Administration:

- a) Evaluate and assess the Adventure Programs safety and emergency procedures according to Campfire Circle, The Ontario Camps Association, Ontario Health policies and Instructing Standards by builder (Adventureworks! & Challenges Unlimited).
- b) Required to conduct a mid-summer inspection referring to notes provided by the yearly inspection from Adventureworks! or Challenges Unlimited Inc.
- c) Ensure the program binder is kept up to date (activity plans, inventory, camper records, and rope usage, equipment).
- d) Communicate Adventure Program needs and concerns to Camp Director and Manager.
- e) Report on the achievement of site-specific program plans and Adventure Program plans.
- f) Ensure accident/incident report forms are completed.
- g) Produce an end of summer report capturing daily procedures, reflections on the summer and notes for future staff members in this role.

5. Leadership and Community:

- a) Help build and maintain a positive, inclusive and supportive camp community, ensuring that lines of communication 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 Camp Director and Manager of recurring or unresolved issues.

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 and for Campfire Circle.

Our Campfire Circle summer staff bring boundless enthusiasm, a can-do attitude, and a commitment to creating unforgettable and meaningful experiences for campers and their families. Come join the Circle!

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 supervising staff and/ or volunteers.
- c) Experience working with children with disabilities and/or additional physical, behavioural, and/or psychosocial needs as well as experience facilitating adaptive programming.



- d) Experience leading high ropes or challenge course programming.
- e) Level 2 ACCT High Ropes Instructor course or willing & able to successfully take the (paid for by Campfire Circle).
- f) 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).
- g) Current police reference check and vulnerable sector screening.
- h) Demonstrated ability to manage high risk activities.
- i) All members of the summer staff team must be at least 19 years of age by the start date of their contract.

Advantageous Criteria:

- a) Overnight camp experience.
- b) Experience in outdoor education or adventure education.
- c) Demonstrated ability to work with children with serious illnesses and an understanding of how illness impacts the entire family.
- d) Demonstrated commitment to volunteerism or volunteer sector.
- e) A current G class driver's license, and eligible to be insured under camp policy.
- f) Bronze Cross or NL certification.

Particular Working Conditions:

- a) This position requires living at the Muskoka 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. The minimum physical requirements for this position include:

- Able to physically assist camper participants on the high ropes course.
- Able to work at heights.
- Able to work outdoors in a variety of weather conditions.
- Able to lift 20kg.

TO APPLY

Qualified applicants are encouraged to apply through our online staff application form – [Summer 2024 Camp Staff Application](#)

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 assistance 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/work-at-campfire-circle/>, 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.