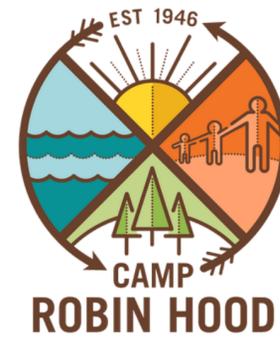


cabin counsellor

JOB DESCRIPTION



DIRECT SUPERVISOR: Unit Head

SPECIFIC JOB RESPONSIBILITIES

What are you actually doing on a day-to-day basis?

COMMITMENT TO CAMPERS

- Know the names and personalities of the campers in the cabin
- Respond to the group dynamics of the cabin in an appropriate way
- Pay attention to the individual needs of each camper
- Establish and follow through on routines set for the campers
- Use strategies to support campers' behavioural needs

RELATIONSHIPS WITH FELLOW STAFF

- Maintain positive, respectful and collaborative relationships with co-staff in cabin, within unit and around camp
- Accept and respectfully respond to feedback from camp supervisor(s)

COMMITMENT TO MYSELF

- Follow and adhere to camp policy
- Maintain a positive profile around camp
- Take care of myself so that I am ready to take care of others

PROGRAMMING & PARTICIPATION

- Participate in all programs around camp
- Support planning and implementation of cabin-led activities
- Contribute to success of the unit during unit-led activities

PREFERRED QUALIFICATIONS:

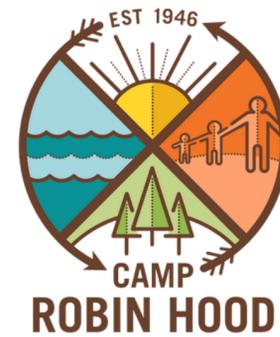
What are important skills and attributes that you'll need to be successful in this role?

- Completed at least grade 10 prior to the summer
- Previous camp experience as a camper or staff is preferred
- Attending school (high school or post-secondary education) in the Fall

Every staff member will receive training, mentoring and other tools and support needed to be the awesome camp leader you can be! Here are some of the things we value most in members of our staff team:

- **Availability:** Be physically, mentally and emotionally present
- **Reliability:** Be responsible, professional and trustworthy
- **Adaptability:** Be resilient resourceful and calm

senior cabin counsellor



JOB DESCRIPTION

DIRECT SUPERVISOR: Unit Head

SPECIFIC JOB RESPONSIBILITIES

What are you actually doing on a day-to-day basis?

COMMITMENT TO CAMPERS

- Know the names and personalities of the campers in the cabin
- Respond to the group dynamics of the cabin in an appropriate way
- Pay attention to the individual needs of each camper
- Establish and follow through on routines set for the campers
- Use strategies to support campers' behavioural needs
- Responsible for administrative roles within cabin (i.e. camper attendance, camper tracking notes, etc...)

RELATIONSHIPS WITH FELLOW STAFF

- Maintain positive, respectful and collaborative relationships with co-staff in cabin, within unit and around camp
- Accept and respectfully respond to feedback from camp supervisor(s)
- Serve as the point person for the cabin, ensuring smooth operation
- Be a positive role model and support for cabin leaders

COMMITMENT TO MYSELF

- Follow and adhere to camp policy
- Maintain a positive profile around camp
- Take care of myself so that I am ready to take care of others
- Take on additional leadership responsibilities as needed

PROGRAMMING & PARTICIPATION

- Participate in all programs around camp
- Lead planning, implementation and delivery of cabin-led activities
- If applicable, organize and lead unit-wide programming (i.e. hobby hubs, options, etc...)

PREFERRED QUALIFICATIONS:

What are important skills and attributes that you'll need to be successful in this role?

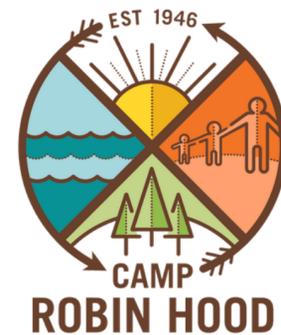
- Previous camp experience as a staff member at Camp Robin Hood OR completed at least grade 12 or higher prior to the summer
- Attending school (post-secondary education) in the Fall

Every staff member will receive training, mentoring and other tools and support needed to be the awesome camp leader you can be! Here are some of the things we value most in members of our staff team:

- **Availability:** Be physically, mentally and emotionally present
- **Reliability:** Be responsible, professional and trustworthy
- **Adaptability:** Be resilient resourceful and calm

activity specialist

JOB DESCRIPTION



DIRECT SUPERVISOR: Activity Head

SPECIFIC JOB RESPONSIBILITIES

What are you actually doing on a day-to-day basis?

COMMITMENT TO CAMPERS

- Get to know the names and personalities of the campers I work with and respond to the group dynamics of the campers in an appropriate way
- Apply adaptations for activities for different age groups and individual camper needs
- Establish and follow through on routines set for the campers at activities
- Use strategies to support campers' behavioural needs

RELATIONSHIPS WITH FELLOW STAFF

- Maintain positive, respectful and collaborative relationships with co-staff in my area and around camp
- Accept and respectfully respond to feedback from camp supervisor(s)
- Communicate questions, needs or concerns to Sr. Activity Specialists and Activity Heads

COMMITMENT TO MYSELF

- Follow and adhere to camp policy
- Bring energy, spirit, and kindness to every group
- Take care of myself so that I am ready to take care of others

PROGRAMMING & PARTICIPATION

- Participate in all programs around camp, deliver/implement activity plans
- Manage equipment responsibly and keep activity areas organized
- Contribute to success of the activity area and team during camp-wide programs

PREFERRED QUALIFICATIONS:

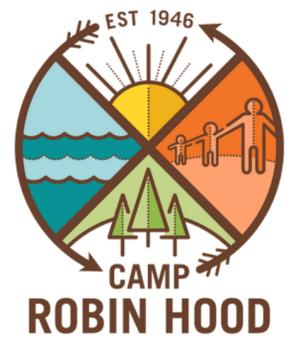
What are important skills and attributes that you'll need to be successful in this role?

- Completed at least grade 10 prior to the summer
- Previous camp experience as a camper or staff is preferred
- Attending school (high school or post-secondary education) in the Fall

Every staff member will receive training, mentoring and other tools and support needed to be the awesome camp leader you can be! Here are some of the things we value most in members of our staff team:

- **Availability:** Be physically, mentally and emotionally present
- **Reliability:** Be responsible, professional and trustworthy
- **Adaptability:** Be resilient resourceful and calm

senior activity specialist



JOB DESCRIPTION

DIRECT SUPERVISOR: Activity Head

SPECIFIC JOB RESPONSIBILITIES

What are you actually doing on a day-to-day basis?

COMMITMENT TO CAMPERS

- Get to know the names and personalities of the campers I work with and respond to the group dynamics of the campers in an appropriate way
- Apply adaptations for activities for different age groups and individual camper needs
- Establish and follow through on routines set for the campers at activities
- Use strategies to support campers' behavioural needs

RELATIONSHIPS WITH FELLOW STAFF

- Maintain positive and collaborative relationships with staff in my area and around camp
- Serve as the point person for the activity, modelling best practices and setting a positive tone in your area.
- Mentor Activity Specialists during on-the-job learning with clarity and kindness
- Accept and respectfully respond to feedback from camp supervisor(s)
- Role model and be a leader, being prepared and accountable for my activity area
- Communicates proactively with Activity Heads sharing solutions, not just problems

COMMITMENT TO MYSELF

- Follow and adhere to camp policy and maintain a positive profile around camp
- Take care of myself so that I am ready to take care of others

PROGRAMMING & PARTICIPATION

- Participate in all programs around camp
- Participate in and implement activity plans for all programs, and support planning (i.e. warm-ups, hooks, skill progressions, challenges or back-ups)
- Keep activity area(s) clean and organized and maintain inventory for activity-specific materials and supplies
- Provide actionable feedback on what is or isn't working and suggest solutions.

PREFERRED QUALIFICATIONS:

What are important skills and attributes that you'll need to be successful in this role?

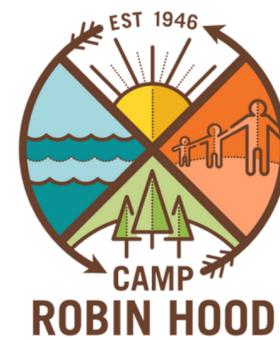
- Previous camp experience as a staff member at Camp Robin Hood OR completed at least grade 12 or higher prior to the summer
- Attending school (high school or post-secondary education) in the Fall

Every staff member will receive training, mentoring and other tools and support needed to be the awesome camp leader you can be! Here are some of the things we value most in members of our staff team:

- **Availability:** Be physically, mentally and emotionally present
- **Reliability:** Be responsible, professional and trustworthy
- **Adaptability:** Be resilient resourceful and calm

swim instructor

JOB DESCRIPTION



DIRECT SUPERVISOR: Swim Directors

SPECIFIC JOB RESPONSIBILITIES

What are you actually doing on a day-to-day basis?

COMMITMENT TO CAMPERS

- Ensure campers' physical safety in and around the pools.
- Get to know the names and personalities of the campers I work with and respond to the group dynamics of the campers in an appropriate way
- Apply adaptations for different age groups and individual camper needs
- Establish and follow through on routines set for the campers at activities
- Use strategies to support campers' behavioural needs.

RELATIONSHIPS WITH FELLOW STAFF

- Maintain positive, respectful and collaborative relationships with co-staff in cabin, within unit and around camp
- Accept and respectfully respond to feedback from camp supervisor(s)

COMMITMENT TO MYSELF

- Follow and adhere to camp policy
- Maintain a positive profile around camp
- Take care of myself so that I am ready to take care of others

PROGRAMMING & PARTICIPATION

- Prepare and follow a lesson plan for each class within provider standards (Lifesaving Society program)
- Complete report cards following each session of camp
- Be prepared to teach and demonstrate in and out of the water to meet the needs of your swim class.
- Contribute to success of swim area and team during camp-wide programs

PREFERRED QUALIFICATIONS:

What are important skills and attributes that you'll need to be successful in this role?

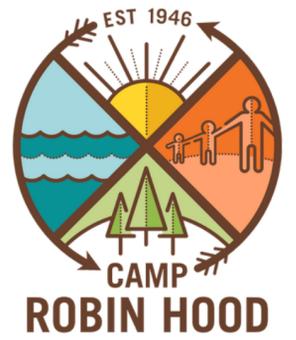
- Completed at least grade 10 prior to the summer
- Previous camp experience as a camper or staff is preferred
- Attending school (high school or post-secondary education) in the Fall
- Current Instructors certifications (LSSI), Lifeguarding certifications (NL preferred, minimum Bronze Cross) as well as First Aid & CPR certifications.

Every staff member will receive training, mentoring and other tools and support needed to be the awesome camp leader you can be! Here are some of the things we value most in members of our staff team:

- **Availability:** Be physically, mentally and emotionally present
- **Reliability:** Be responsible, professional and trustworthy
- **Adaptability:** Be resilient resourceful and calm

RECON staff

JOB DESCRIPTION



DIRECT SUPERVISOR: Unit Head

SPECIFIC JOB RESPONSIBILITIES

What are you actually doing on a day-to-day basis?

COMMITMENT TO CAMPERS

- Get to know the names and personalities of the campers in the cabin
- Respond to the group dynamics of the cabin in an appropriate way
- Pay attention to the individual needs of each camper
- Learn and follow through on routines set for the campers
- Use strategies to support campers' behavioural needs

RELATIONSHIPS WITH FELLOW STAFF

- Develop and maintain positive, respectful and collaborative relationships with co-staff around camp, especially when jumping into a role
- Accept and respectfully respond to feedback from camp supervisor(s)
- Be a positive role model and support for other staff
- Lend assistance in a variety of ways to support your daily assignment

COMMITMENT TO MYSELF

- Follow and adhere to camp policy. Maintain a positive profile around camp.
- Have a flexible mindset as you support different activities, cabins & tasks
- Take care of myself so that I am ready to take care of others
- Take on additional leadership responsibilities as needed

PROGRAMMING & PARTICIPATION

- Participate in all programs around camp
- Your role will vary on a daily basis. Roles may be directly related to the camper or program experience
- As needed, implement and deliver activities that may include unit, cabin or activity programming

PREFERRED QUALIFICATIONS:

What are important skills and attributes that you'll need to be successful in this role?

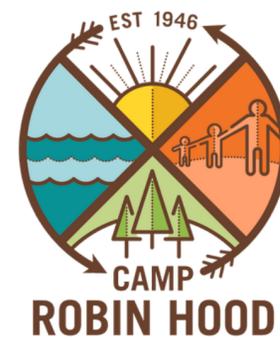
- Previous camp experience as a staff member at Camp Robin Hood OR completed at least grade 12 or higher prior to the summer
- Attending school (post-secondary education) in the Fall

Every staff member will receive training, mentoring and other tools and support needed to be the awesome camp leader you can be! Here are some of the things we value most in members of our staff team:

- **Availability:** Be physically, mentally and emotionally present
- **Reliability:** Be responsible, professional and trustworthy
- **Adaptability:** Be resilient resourceful and calm

inclusion staff

JOB DESCRIPTION



DIRECT SUPERVISOR: Inclusion Coordinators

SPECIFIC JOB RESPONSIBILITIES

What are you actually doing on a day-to-day basis?

COMMITMENT TO CAMPERS

- Pay attention to the individual needs of the assigned camper, using strategies to support the camper's behavioural needs
- Advocate for the camper's needs in a respectful and professional manner
- Establish and follow through on routines set for the campers
- Encourage and facilitate social interactions with peers while ensuring the camper's comfort and well-being
- Complete home-camp communication as needed and as directed

RELATIONSHIPS WITH FELLOW STAFF

- Maintain positive, respectful and collaborative relationships with co-staff to ensure camper's inclusion and success at camp
- Maintain open communication with Inclusion Coordinators and other senior staff, providing updates and seeking guidance as needed
- Accept and respectfully respond to feedback from camp supervisor(s)

COMMITMENT TO MYSELF

- Follow and adhere to camp policy
- Maintain a positive profile around camp
- Take care of myself so that I am ready to take care of others

PROGRAMMING & PARTICIPATION

- Participate in all programs around camp
- Support my assigned camper's engagement in all camp activities, making modifications as necessary
- Collaborate with cabin leaders, activity staff, and unit heads to ensure the camper's inclusion and success.

PREFERRED QUALIFICATIONS:

What are important skills and attributes that you'll need to be successful in this role?

- Completed at least grade 10 prior to the summer
- Previous camp experience as a camper or staff is preferred
- Attending school (high school or post-secondary education) in the Fall

Every staff member will receive training, mentoring and other tools and support needed to be the awesome camp leader you can be! Here are some of the things we value most in members of our staff team:

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- **Reliability:** Be responsible, professional and trustworthy
- **Adaptability:** Be resilient resourceful and calm