



Job Posting for Camp Counsellor

Employment Dates:

- Start date - Sunday, July 9, 2023
- End date - Friday, August 11, 2023
- *Please note that the dates between the on-site training (June 27) and the start date (July 9) are not working days*

Wage: \$125.20 per day, plus accommodation, all meals, water taxi fares, and staff t-shirt

Summary of Position: Camp Counsellors make magic happen all summer for campers (ages 6-15) by romping through the forest and providing mentorship for their group. Each week, Sunday to Friday counsellors live at camp and spend almost 24 hours a day with their campers. They help plan and lead hands-on, spiritually-enriching, and ridiculous activities for children so they can embrace their authentic selves while overcoming challenges and exploring their interests. Camp Counsellors are mature, creative, and nurturing individuals that are capable of providing each child with a safe, supportive, and memorable camp experience. Lots of energy and a love of nature are a must! Camp Fircom welcomes campers from all faiths and backgrounds. We focus on creating communities of belonging by connecting with nature and having joyous fun every day.

Overview of Camp Fircom: We would like to acknowledge that Camp Fircom is located on Cha7elkwnech (Gambier Island), in the ancestral and unceded territory of Skwxwú7mesh Úxwumixw (Squamish First Nation). A short 20 minute water taxi ride from Horseshoe Bay, Camp Fircom is situated on a 120-acre waterfront property with access to ample recreational opportunities, including swimming beaches and hiking trails.

The mission of Camp Fircom is to create communities of belonging and experiences to grow on. The heart of our non-profit organization is the operation of summer camp programs, which we are optimistic about running this year. We also operate a year-round retreat centre, hosting weddings, family vacations, conferences, work and wellness retreats, adult programs, and other groups.

Living Arrangements: Camp Counsellors reside in cabins or Sibley tents with their campers. Meals are provided. Counsellors from out of town can be accommodated in one of the cabins during the intervals between each week of camp, and between training and the start date of camp.

Duties and Responsibilities:

Training:

- Actively participate in 100% of all comprehensive staff training sessions, prior to the beginning of the Summer Camp season:
 - *6 hours of online workshops prior to June 22*
 - *On-site training: Thursday, June 22 (evening) - Tuesday, June 27 (morning)*



Camp Fircom Society

Of the United Church of Canada
PO Box 94027 6655 Royal Avenue
West Vancouver, BC V7W 2B8
604-662-7756 | info@fircom.ca | fircom.ca

Leadership & Camper Care:

- With a Co-Counsellor, supervising – daily and nightly – cabin groups of 6 to 12 children, ensuring safety and well-being are a first priority
- Providing positive role modeling, support, and encouragement to all campers and volunteers
- Creating and managing routines and expectations that build a positive cabin community
- Ensuring campers are well-nourished, attend to hygiene, and receive medical care when required

- Assisting campers in keeping their belongings together and their cabin clean
- Preparing and leading “rainy day” and “down time” activities for unstructured time with campers
- Collaborating with – and mentoring – volunteers and Counsellors In Training (C.I.T.s) to facilitate the development of their leadership skills
- Ensuring campers, volunteers and C.I.T.s are following activity-specific safety protocols, as well as all health and wellness protocols
- Assisting campers on arrival and departure days (i.e., collecting luggage and bringing it to the dock, facilitating the loading of campers on the water taxis, etc.)

Programming:

- Facilitate and/or support program staff in the facilitation of recreational activities such as arts, crafts, archery, sports, hiking, paddling and nature-based education for camper/cabin groups
- Monitor recreational activities to ensure safety
- Ensure all health and wellness policies and procedures are followed for all recreational programming
- Enforce safety rules and regulations

Hospitality:

- Engage and communicate with campers, volunteers, C.I.T.s and staff in a friendly, respectful manner
- Respond to campers’ and C.I.T.s’ needs and inquiries in a timely manner
- Prepare shared spaces for camper arrival, and assist with the preparation of accommodations when support is required
- Welcome campers to site, which includes off-loading from the water taxi, assisting with luggage, and escorting guests to their accommodations

Housekeeping:

- Cleaning and sanitizing high-touch surfaces in one’s cabin/Sibley tent twice per day
- On departure day, with assistance from site staff and in collaboration with the Guest Experience staff team, cleaning and sanitizing shared spaces and camper accommodations

General:

- Being sensitive to, and striving toward, fulfilling the mission and values of Camp Fircom
- Carrying out other duties as required

Safety:

- Developing a working knowledge of Camp Fircom’s Summer Camp Staff Manual and Policy & Procedure Manual, as well as the Communicable Diseases Prevention Plan



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- Learning Camp Fircom's Emergency Policies and Procedures, and being prepared to implement Emergency Procedures if the need arises
- Taking ownership for the safety of campers, volunteers, C.I.T.s and fellow staff, and actively manage risk
- Monitoring camper, volunteer, C.I.T., staff and site safety, and reporting any concerns to the Summer Camp Director or Executive Director

Reporting and Evaluations:

- Camp Counsellors report to the Summer Camp Coordinator and Summer Camp Director

Qualifications:

- Must be at least 17 years of age
- Previous experience working with groups of children and/or youth in a recreation and/or programming capacity (i.e., coach, mentor, etc.)
- Proven leadership ability to capture the imagination of, guide, and motivate campers
- Ability to work well independently and as part of a team
- Willingness to work evenings and/or weekends
- Proven leadership skills, including initiative and dependability
- Strong organizational, interpersonal, and time management skills
- Experience in public speaking and demonstrated ability to capture the attention of large groups
- Ability to stand or walk for 8-hour shifts, and bend, lift, and carry 50 pounds
- Willingness to comply with all Camp Fircom policies, procedures and protocols
- Current Criminal Record Check and Vulnerable Sector Search upon hire (requirement by age)
- First Aid & CPR certification (OFA I or equivalent)

Assets:

- Bronze Cross or NLS (Pool or Waterfront), RCABC, Paddle Canada, archery, or High Five certifications
- Experience working with diverse or marginalized youth
- Fluency in a second language
- Music or Drama background (ex. play guitar)
- Knowledge of First Nations history of the Howe Sound/Vancouver area
- Knowledge of the local forest/ocean ecosystems and farm or nature-based activities

Application Process: If interested in applying for this position, please email an 'Expression of Interest' Letter and Resume to Gloria Sun, Summer Camp Director (gloria@fircom.ca) **NO LATER THAN Tuesday, February 28th, 2023 at 4:00pm**. Only shortlisted candidates will be contacted. No phone calls, please.

Camp Fircom is an equity employer and we encourage applications from women, persons with disabilities, members of visible minorities, First Nations, Inuit, and Metis people, people of all sexual orientation and genders, and others who may contribute to our further diversification.