YMCA John Island Camp
YMCA Sudbury Camping Services

2015 Spring/Summer Employment Opportunities
Applicants to YMCA John Island Camp & YMCA Camp Falcona (YMCA Sudbury Camping Services)

Staff working at both camps are employed by YMCA Sudbury Camping Services. There will be times when we help out the other camp for short periods of time as part of a single staff team. All staff may also have the opportunity to rotate through various placements in maintenance, kitchen or other areas of camp as part of their employment. The size and scope of both camps is quite large and we will have people rotate through the various parts of camp to assist with the management of our camps.

Staff members will be positive role models that are committed to ensuring safe and enjoyable experiences that reflect the mission and core values of YMCA Sudbury.

Mission YMCA Sudbury is a charity dedicated to providing opportunities to individuals, families and communities for personal growth in spirit, mind and body and service to others.

Vision A healthy YMCA for Sudbury where everyone can belong and grow.

Core Values YMCA Sudbury’s core values guide our everyday decisions and actions. We encourage everyone involved with the YMCA to accept and demonstrate positive values.

- **Honesty:** Integrity at all times.
- **Caring:** Nurturing the commitment of belonging for people, groups and the YMCA family.
- **Respect:** Treat members, participants, volunteers, staff, partners and supporters with respect.
- **Responsibility:** Social relevance and fiscal responsibility.
- **Inclusiveness:** Encourage and foster a sense of belonging for all members of the community.
- **Excellence:** Performance at the highest level.

Successful applicants for employment at YMCA John Island Camp and YMCA Camp Falcona are committed to the personal growth and development of children and young adults. They have a background working with these age groups, and are highly flexible, willing to learn and display a strong work ethic. Successful applicants are also committed to achieving high quality outcomes.

YMCA camping staff actively participate in all aspects of the camp’s program. YMCA camping staff give active and loyal support to the camp, its philosophy and objectives, and abide by all camp regulations and policies.
YMCA camping staff use a supportive and professional manner when working with fellow staff members, visitors, and campers. They also maintain a professional appearance that promotes the positive values of good health and hygiene.

In consideration of the above YMCA Sudbury agrees to provide opportunities for the staff to excel within the position they hold at camp. Formal and informal feedback is provided throughout employment. The opportunity to express any concerns or grievances is also provided throughout employment.

All members of the YMCA Sudbury Camping Services Branch strive to:

- communicate in a thorough, clear and timely manner,
- maintain a safe environment where participants understand, model and educate others regarding risk and harm reduction,
- show initiative by doing the right thing at the right time without being asked,
- demonstrate integrity through responsible behaviour at all times, maintaining high ethical standards, and by participating actively with others, achieving the goals set for themselves, others, and the team
YMCA John Island Camp Positions
An Overview of the Staffing Structure at John Island

STAFF POSITIONS - 2015

Counsellor
Must be 17 years of age on or before Dec. 31, 2015
Contract: June 21st - August 22nd, 2015
Counsellors work as part of a counselling team with a focus on working directly with campers, providing support and supervision. JIC counsellors fill program instruction roles and give leadership to specific program resource areas throughout camp. Some counsellors fill the role of “resource head”, providing program progression, and imparting leadership to fellow staff. Qualified counsellors may also have the opportunity to work with campers in the extended tripping programs, on hiking, canoeing and sea kayaking trips in various wilderness areas of Ontario. Some counsellors also give support to Norquays in counselling situations by acting as a senior counsellor. Some counsellors will have the chance to work closely with Reach for the Rainbow participants, rotate through camp in various roles such as kitchen, maintenance or assisting at YMCA Camp Falcona.
Required Qualifications: NLS, First Aid, CPR level “C”, Criminal Record Check, 17 years of age by December 31, 2015
Preferred Qualifications: ORCA Canoe Tripping 1, Wilderness First Aid
Preferred Applicants: Fun, responsible and flexible individuals dedicated to focus on the needs of campers. Successful completion of JIC or equivalent leadership programs is preferred.

Support Counsellors
Must be 19 years of age on or before Dec. 31, 2015
Contract: June 21st - August 22nd, 2015
Counselling Support Staff work as part of the camper care team focusing on providing support and supervision to the campers and counsellors.
Each Support Counsellor supervises a portion of the counselling staff, providing support and coaching in dealing with day-to-day camper situations as they arise. Support Counsellors also assist with on-going development of counselling and camper care skills, providing Counsellors with constant feedback, both formal and informal. Support Counsellors fill program instruction roles each day, and may head up an activity area.

**Required Qualifications:** NLS, First Aid, CPR “C”, ORCA, Criminal Record Check

**Preferred Qualifications:** Wilderness First Aid, Ontario ‘G’ Class Drivers License (or equiv)

**Preferred Applicants:** Extremely positive and patient individuals with extensive counselling experience, and the ability to positively coach a large number of staff. 2 years of Camping experience is preferred.

**LEADERSHIP COUNSELLORS**

Leadership Counsellors are responsible for working day in and day out with our leadership candidates. Dedicated to providing a positive, fun and challenging atmosphere, Leadership Counsellors are responsible for showing these leaders of tomorrow “the way”. Leadership Counsellors must be dedicated to the development and philosophy of the Leadership Program at John Island Camp.

**Leadership Assistants/Trippers**

Must be 20 years of age on or before Dec. 31, 2015

**Contract:** June 21st - August 22nd, 2015

Leadership Assistants/Trippers focus on assisting the Greenway, In-Camp Norquay, extended outtrip programs, as well as camper outtrips. They help deliver the leadership program and assist as second staff on leadership and camper outtrips. They work closely with the Outtripping Manager, Leadership Manager and Leadership staff. Their schedules will be managed by the Leadership and Outtrip Managers.

**Required Qualifications:** NLS, First Aid, CPR “C”, Wilderness First Aid, Criminal Record Check, ORCA Canoe Tripping Level 2 or equivalent, (SRT certifications an asset)

**Preferred Applicants:** Flexible individuals with extensive camp outtripping experience.

**Leadership “Greenway” Trainer**

Must be 21 years of age on or before Dec. 31, 2015

**Contract:** June 21st - August 22nd, 2015

Greenway staff members are responsible for co-ordinating the first year of leadership training at JIC. Working co-operatively, the staff develop and deliver a program emphasizing camp and outtrip skills while developing leadership skills within a group environment. Trainers must be mentally and physically capable to lead extended out-trips while facilitating leadership opportunities for participants. Greenway staff are responsible for updating program curriculum, facilitating personal growth for participants, skill instruction, support and evaluation of participants, co-ordinating the program schedules and providing Bronze Med/Bronze Cross instruction. When not leading a Greenway group, Greenway Trainers act as Leadership Assistants/Trippers.

**Required Qualifications:** NLS, First Aid, CPR “C”, Wilderness First Aid, Criminal Record Check, ORCA Canoe Tripping Level 2 or equivalent, (SRT, WAFA and Lifesaving instructor an asset)

**Preferred Applicants:** Strong leaders with extensive camp outtripping experience who relate well to 15 year olds, as well as deliver consistent and positive feedback. Leadership staff require a high level of experience and maturity is a necessary attribute.

**Please note that due to the various job responsibilities (including extended trips) that time off may not be equal to that indicated in the Employment Guidelines**
Leadership “Norquay” In-Camp Trainer
Must be 22 years of age on or before Dec. 31, 2015
Contract: June 21st – August 22nd, 2015
The In-Camp Norquay Trainers are responsible for the overall preparation, delivery and summation of the In-Camp ‘Norquay’ program consisting of two weeks at Camp Falcona (first and last week), two weeks at John Island Camp, and a one week canoe trip. These staff members work co-operatively with staff at both Camp Falcona and John Island Camp to hone the leadership camper’s counselling and leadership skills. The priority of the Trainers is to provide guidance during Cabin placements, maintain a supportive group environment, and refine the leadership skills of the camper.

Required Qualifications: NLS, First Aid, CPR "C", Wilderness First Aid, ORCA Canoe Tripping 2, Criminal Record Check, (SRT and WAFA - an asset)
Preferred Applicants: Independently motivated person with extensive camp experience who relates well to 16 year olds, and delivers consistent and positive feedback. Leadership staff require a high level of experience and maturity as a necessary attribute.

Leadership “Norquay” River Trainer
Must be 22 years of age on or before Dec. 31, 2015
Contract: Late May – August 22nd, 2015
The Norquay River Trainers are responsible for the overall preparation, delivery and summation of the River ‘Norquay’ program consisting of two weeks in camp and four weeks outtrip. River Trainers arrange for the cultural programming that occurs on trip, and are responsible for the overall safety of each participant. River Trainers prepare and deliver any required training sessions prior to the beginning of the program, deliver Norquay curriculum at camp and while on trip, and coordinate the preparation of trip logistics and equipment inventory.

Required Qualifications: NLS, First Aid, CPR “C”, Criminal Record Check, Wilderness First Responder, SRT, ORCKA Tripping 2/3, ORCKA River Runner 1/2
Preferred Applicants: Mature individuals with extensive camping and outtripping experience. Demonstrated proficiency in camper leadership, wilderness risk management skills, and working very closely with a co-leader. Leadership staff require a high level of experience and maturity is a necessary attribute.

Site Operations STAFF
Site Operations staff at John Island are directly responsible for helping out the areas in which they are hired for. They will be responsible for assisting their respective supervisors. From time to time, they can be asked to help out with counselling, program or administrative support.

Maintenance and Cleaning Staff
Must be 17 years of age on or before Dec. 31, 2015
Contract: June 21st - August 22nd, 2015
The Maintenance and Cleaning Staff are responsible for ensuring that all facilities at JIC are maintained at a high level of cleanliness, and are kept in good repair. This includes a regular cleaning schedule of camp buildings and facilities. The Maintenance and Cleaning Staff support the daily operations of the camp, including food and garbage boat runs, boat and vehicle maintenance, special maintenance projects, and other tasks as assigned.

Required Qualifications: First Aid, CPR “C”, Ontario ‘G’ Class Drivers License (or equivalent), Criminal Record Check, SVOP
Preferred Applicants: Self motivated, capable and positive individuals looking to contribute to a vital area of camp.
**Cook Helper/Dishwasher**
**Must be 17 years of age on or before Dec. 31, 2015**
**Contract: June 21st - August 22nd, 2015**
The Cook Helper/Dishwasher works as part of the Food Service Team. The primary focus is working directly with the delivery of food service to campers and staff at JIC. They support the kitchen and general operations of camp primarily through food preparation, food storage, ensuring a clean and sanitary kitchen. The Cook Helper/Dishwasher will take a primary role in leading the dish washing crew and supporting dish washing operations when regular dish washing staff are not present.

**Required Qualifications:** First Aid, CPR “C”, Criminal Record Check, Safe Food Handlers Certification an asset

**Preferred Applicants:** A positive person looking to contribute with enthusiasm in a food service area.

**Prep Cook**
**Must be 18 years of age on or before Dec. 31, 2015**
**Contract: June 21st - August 22nd, 2015**
The Prep Cook works as part of the Food Service Team. The primary focus is working directly with the delivery of food service to campers and staff at JIC. They support the kitchen and general operations of camp through food preparation, food storage, ensuring a clean and sanitary kitchen, and helping with dish washing as required.

**Required Qualifications:** First Aid, CPR “C”, Criminal Record Check, Safe Food Handlers Certification an asset

**Preferred Applicants:** A positive person looking to contribute with enthusiasm in a food service area.

**Assistant Cook**
**Must be 19 years of age on or before Dec. 31, 2015**
**Contract: Late May/Early June - August 22nd, 2015**
The Assistant Cook works as part of the Food Service team. The primary focus is on working directly with the delivery of food service to campers and staff at JIC. They provide help and support to the kitchen and general operation of camp through baking, food preparation, food storage, and kitchen cleaning. These staff members may take on the responsibilities of the Food Service Manager during his / her absence. These responsibilities may include food ordering, menu planning, and inventory control.

**Required Qualifications:** First Aid, CPR “C”, Safe Food Handlers Certification, Criminal Record Check

**Preferred Applicants:** A positive person with a general knowledge of cooking skills and food service management.

**AREA SPECIALISTS**
Area Specialists at John Island Camp play an important part in the supervision, program implementation and safety of their respective areas. Area Specialists provide daily instruction to campers and maintain the cleanliness and safety of their area.

**Waterfront Specialist**
**Must be 20 years of age on or before Dec. 31, 2015**
**Contract: June 21st - August 22nd, 2015**
The Waterfront Specialist is responsible for the safety and supervision of all activities on the waterfronts at YMCA John Island Camp. This includes the coordination and support of waterfront program areas, waterfront cabin programs, campers and staff. This staff member
works closely with counsellors instructing waterfront program areas to coordinate the waterfront programs within the daily, weekly and session schedules at camp. The Waterfront Specialist is responsible for overseeing the safety and emergency procedures on the waterfronts, the coordination and supervision of lifeguards and swim instructor schedules, and ongoing in-service lifeguard training throughout the summer.

**Required Qualifications:** NLS, Waterfront NLS, First Aid, CPR “C”, Pleasure Craft Operators License, Criminal Record Check.

**Preferred Applicants:** A person with experience in water safety, the ability to evaluate program quality, and maintains safety as a priority

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**Sailing and Windsurfing Specialist**

**Must be 19 years of age on or before Dec. 31, 2015**

**Contract: June 21st - August 22nd, 2015**

The Sailing and Windsurfing Specialist is responsible for the safety, teaching and maintenance of John Island’s sailing and windsurfing program. The morning will be predominantly assisting cabin groups, while the afternoons are spent assisting the sailing and windsurfing instructors to ensure that the proper skills are used. Guidance to the windsurfing area and equipment upkeep is a focus once sailing details are taken care of. The main focus of the Sailing and Windsurfing Specialist is to teach others how to properly care for and use sailing and windsurfing equipment at JIC. At times, the Sailing and Windsurfing Specialist will take on the role of the Waterfront Specialist or help with the Program Team.

**Required Qualifications:** NLS, NLS Waterfront, First Aid, CPR “C”, Criminal Reference Check, Pleasure Craft Operators License, Ontario Sailing Association Camp Instructor, Windsurfing experience.

**Preferred Applicants:** A person with patience, teaching and sailing experience with the ability to evaluate program quality.

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**Canoeing and Kayaking Specialist**

**Must be 19 years of age on or before Dec. 31, 2015**

**Contract: June 21st - August 22nd, 2015**

The Canoeing and Kayaking Specialist is responsible for the safety, teaching and maintenance of John Island’s canoeing and kayaking program. The morning will be predominantly assisting cabin groups, while the afternoons are spent assisting the canoeing and kayaking instructors to ensure that the proper skills are used. The main focus of the Canoeing and Kayaking Specialist is to teach campers the proper skills and techniques of both these skill areas and the proper care of their respective equipment. The Canoeing and Kayaking specialist will be a part of the Program Team and assist with evening programs throughout the summer.

**Required Qualifications:** NLS, First Aid, CPR “C”, Criminal Reference Check, Pleasure Craft Operators License, ORCKA Canoeing and Kayaking certifications an asset, NLS Waterfront an asset.

**Preferred Applicants:** A person with patience, teaching and canoeing and kayaking experience with the ability to evaluate program quality.

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**Ropes Specialist**

**Must be 19 years of age on or before Dec. 31, 2015**

**Contract: June 21st - August 22nd, 2015**

The Ropes Specialist oversees all the scheduling and maintenance of the ropes course. They work closely with staff, teaching them proper ways to use and care for the equipment. Ropes Specialist oversees all skill and cabin time ropes sessions while keeping an on-going equipment inventory and maintenance. The main emphasis of the Ropes Specialist is promoting safety and care in the Challenge Ropes area.
**Required Qualifications:** Challenge Course Practitioner level I, First Aid, CPR “C”, Criminal Reference Check, Challenge Course Practitioner level II preferred

**Preferred Applicants:** Patient and organized individual who is able to manage large groups and situations easily. A high level of experience, maturity and risk management are essential.

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**REACH For The Rainbow/Arts & Crafts Specialist**

*Must be 19 years of age on or before Dec. 31, 2015*

*Contract: June 21st - August 22nd, 2015*

The Reach For the Rainbow/Arts and Crafts Specialist is primarily responsible for the REACH participants that are on site. They are responsible for the communication with REACH For the Rainbow and all administrative duties which include scheduling and supporting staff. They are also responsible for the Arts and Crafts program. Through continuous inventory and program development, they will ensure that all counsellors are properly directed to develop a diverse and creative program.

**Required Qualifications** NLS, First Aid, CPR “C”, Criminal Reference Check, a high comfort level with the REACH For The Rainbow program.

**Preferred Applicants:** A patient person teaching in diverse and tough camper situations. Arts and Crafts creativity are a must.

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**CAMP MANAGER**

Camp Managers play a very important role at John Island. They are responsible for the supervision, evaluation and overall care of specific areas at camp. They are senior level staff that maintain a very high level of responsibility through the camp. Mature, camper focused, and highly flexible staff are who make up these positions. All Managers will work together with the Director and Assistant Director to ensure camp is functioning at a high level each day.

**Camper Care Manager**

*Must be 23 years of age on or before Dec. 31, 2015*

*Contract: Early May- August 22nd, 2015*

The Camper Care Manager is responsible for the overall “in cabin” experience of every camper. There will be a focus on providing support and supervision to the Counselling Support Staff and all Camper Counsellors along with fulfilling the administrative necessities of the counselling area. The Camper Care Manager will provide support in dealing with day-to-day camper and counselling situations as they arise. They also assist in supervising on-going training for the counselling team, providing Counselling Support Staff and counsellors with constant feedback and evaluations. The Camper Care Manager constantly monitors the level of camper care and supervision and develops and implements systems to improve the camp in this area.

**Required Qualifications:** NLS, First Aid, CPR “C”, Criminal Record Check, SVOP, Pleasure Craft Operators, Ontario ‘G’ Class Drivers License (or equivalent).

**Preferred Applicants:** Mature and patient individual with a strong understanding of Y mission and values, and extensive organizational and counselling experience. 5 years of Camping experience is preferred.

**Outtrips Manager**

*Must be 23 years of age on or before Dec. 31, 2015*

*Contract: Early May- August 22nd, 2015*

The Outtrip Manager is responsible for the development of outtrip skills in campers, the safety of all trips, evaluation of staff tripping skills, upkeep of outtrip equipment (its maintenance and use) and for fostering the awareness and development of proper tripping ethics in campers, leaders, and staff. The Outtrip Manager must be aware of the whereabouts of all outtrips and conduct routine checks to ensure their safe and smooth delivery. This position is also
responsible for the food ordering and portioning for all the trips out of JIC, as well as the outtripping food budget. The Outtrip Manager must maintain and keep organized the Outtripping buildings and will work with the Leadership Manager to coordinate the schedules of Leadership Assistants/Trippers.

**Required Qualifications:** NLS, First Aid, CPR "C", Criminal Record Check, ORCA, Ontario ‘G’ Class Drivers License (or equivalent), WFA (WAFA preferred), Canoe Tripping Level 2

**Preferred Applicants:** Mature and patient individual with a strong understanding of Y mission and values, and extensive organizational and outtripping experience. 5 years of Camping experience is preferred.

**Leadership Manager**
**Must be 23 years of age on or before Dec. 31, 2015**
**Contract: Early May- August 22nd, 2015**
The Leadership Manager oversees the entire Leadership program at John Island. Program quality and delivery along with support for the Leadership Trainers will be of the utmost priority. Consistently looking at improving all leadership programs in the spring season and implementing all schedules during the summer will be a focus. Ensuring all logistical aspects are covered and camper care is upheld, the Leadership Manager will work closely with all camp managers and non-camp persons.

**Required Qualifications:** NLS, First Aid, CPR “C”, Criminal Record Check, SVOP, Pleasure Craft Operators, Ontario ‘G’ Class Drivers License (or equivalent), WFA (WAFA or WFR preferred)

**Preferred Applicants:** A mature and patient individual with a strong understanding of Y mission and values, and extensive organizational and leadership experience. 5 years of Camping experience is preferred.

**Wellness Manager**
**Must be 23 years of age on or before Dec. 31, 2015**
**Contract: Early May- August 22nd, 2015**
The main components of this job are the wellness management of the incoming and outgoing information about campers and staff, the wellness of all campers while at JIC, medication and First Aid kit distribution, camper lost and found, general cleanliness and health of JIC, supplies and inventories of medical supplies. This staff member works closely with the Director and other staff to facilitate timely distribution of necessary information about wellness to the camp as a whole. This person needs to have an understanding of the information needed by each area of camp.

**Required Qualifications:** First Aid, CPR, Criminal Record Check, Wilderness First Responder, at least 3 yrs of Nursing Education is required.

**Preferred Applicants:** A mature and compassionate person with exceptional organizational and interpersonal skills.

**Program Manager**
**Must be 23 years of age on or before Dec. 31, 2015**
**Contract: Early May- August 22nd, 2015**
The Program Manager is responsible for the overall program at camp. This includes the supervision of all resource areas; land and water, all cabin programs, and camp wide programs. This staff member supervises Program Staff, Waterfront Specialist, Ropes Specialist, Sailing/Windsurf Specialist, and Canoe/Kayak Specialist as well as Counsellors when in program instruction roles. This person oversees all program equipment on site, and is involved in managing a budget to ensure adequate supplies are available. During the spring season this involves planning and ordering for the summer. During the summer inventories must be managed to ensure adequate supplies are maintained.
**Required Qualifications:** NLS, First Aid, CPR “C”, Criminal Record Check, SVOP, Pleasure Craft Operators, Ontario ‘G’ Class Drivers License (or equivalent)

**Preferred Applicants:** Mature and patient individual with a commitment to staff development through positive coaching, a strong understanding of Y mission and values, and extensive organizational and programming experience. 5 years of camping experience is preferred.

**Food Service Manager (Cook)**

**Must be 23 years of age on or before Dec. 31, 2015**

**Contract: Early May – August 22nd, 2015**

The Food Service Manager is responsible for the overall food service operation at camp. This person is responsible for all purchasing of food, kitchen supplies and equipment, and is expected to manage the budget of this area. The Food Service Manager oversees the preparation and serving of all meals to campers and staff, with consideration given to specific dietary needs, as well as ensuring that the kitchen and food storage areas are maintained at a consistently high level of cleanliness. The Food Service Manager ensures that all food is prepared and handled in a safe and healthy manner, and that Ministry of Health guidelines are met. The Food Service Manager is responsible for the planning of nutritious and balanced daily and weekly menus.

**Required Qualifications:** First Aid, CPR “C”, Safe Food Handling Certification, Criminal Record Check, SVOP, Pleasure Craft Operators

**Preferred Applicants:** A mature person with exceptional organizational skills, cooking skills, and a strong understanding of Y mission and values.

**Assistant Director**

**Must be 24 years of age on or before Dec. 31, 2015**

**Contract: Early May – August 22nd, 2015**

The Assistant Director works alongside the Director as part of the administrative team. Their primary focus is to help supervise the senior leadership team (Program, Leadership, Outtripping, Wellness, Food Services and Camper Care Managers). Other responsibilities include communication with camper parents (via telephone & email), inventory control and sales in the Tuck Shop (camp store); as well as general office administration (daily incoming and outgoing mail, petty cash, etc.). The Assistant Director also supervises counsellors during cabin supervision and will act as a float around the camp during program instruction.

**Required Qualifications:** First Aid, CPR “C”, Criminal Record Check, SVOP, Pleasure Craft Operators, Ontario ‘G’ Class Drivers License (or equivalent).

**Preferred Applicants:** An extremely organized, mature and camper focused team player is required for this position. The Assistant Director will work with all managers and will assist the Director in day-to-day operations. At least 5 years of camping knowledge is preferred.

**OUTDOOR EDUCATION POSITION DESCRIPTION**

*Please indicate on your application form your availability to work Outdoor Education*

**Program Specialist**

**Must be 19 years of age at beginning of employment**

**Contract: Early May – June 20th, 2015**

Program Specialists serve as instructors for all programs that run at JIC and Falcona during the spring season (and fall season at Camp Falcona). Program Specialists instruct all water and land-based programs and have a good working knowledge of all program activities that take place at camp. Program Specialists act as hosts and facilitators for all school groups who visit the site, and provide support services for the delivery of the group's programs, and may coordinate group visits.
Spring staff play a variety of roles during the season. In addition to the active delivery of programs, spring staff may also take part in opening each resource area for the season, site maintenance and upgrades, kitchen work, and general preparations for the summer season in each program area.

**It is preferable that Spring Staff are able to speak French.**

*Please note that time off for Spring Positions will be at least one day off per week, with two days off per week given when possible.

**Required Qualifications:** NLS, First Aid, CPR “C”, Criminal Record Check

**Preferred Applicants:** Flexible and hard working staff that enjoy working in a team environment, and performing a variety of roles, and are fulfilling a summer role.

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<thead>
<tr>
<th>Qualification Position</th>
<th>Swimming</th>
<th>First Aid</th>
<th>Canoe</th>
<th>Other</th>
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<tr>
<td>1st Year Counsellor</td>
<td>Bronze Cross-Mandatory</td>
<td>WFA (16 hours)- Suggested</td>
<td>*Camp will NOT pay for this</td>
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<tr>
<td></td>
<td>NLS- Suggested</td>
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<tr>
<td>2nd Year Counsellor</td>
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<td>WFA (16 hours)- Suggested</td>
<td>*Camp will pay partial for this</td>
<td>ORCKA Tripping 1-Mandatory</td>
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<td>*Camp will pay for this</td>
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<td>3rd Year Counsellor/ Support Counsellor</td>
<td>NLS Pool Mandatory</td>
<td>WFA (16 hours)- Suggested</td>
<td>*Camp will pay partial for this</td>
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<td>*Camp will pay for this</td>
</tr>
<tr>
<td>Leadership Assistant/Greenway/ Program Norquay</td>
<td>NLS Pool Mandatory</td>
<td>WFA (16 hours)- Mandatory</td>
<td>ORCKA Tripping 2/3</td>
<td>White Water Rescue Technician- Suggested</td>
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<td>WAFA (40 hours)- Suggested</td>
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<td>RIVER Norquay</td>
<td>NLS Pool- Mandatory</td>
<td>WAFA (40 hours)- Mandatory</td>
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<td>NLS Waterfront- Suggested</td>
<td>WFR (80 hours)- Suggested</td>
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<td>ORCKA Tripping 2/3</td>
<td>White Water Rescue Technician- Suggested</td>
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<td>* Camp will NOT pay for this</td>
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**Pay Scale**

*Conditional upon required qualifications*

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<td>$125/week</td>
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<tr>
<td>18 **</td>
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<td>$125/week</td>
<td>$175/week</td>
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<td>NLS is required for all staff past the age of 17</td>
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<td>$275 - $450/week</td>
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<td>Managers</td>
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<td>12</td>
<td>$275 - $450/week</td>
<td>$300 - $450/week</td>
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**All Staff are contracted until August 22nd 2015 unless official documentation is provided outlining earlier school commitments.**
JOHN ISLAND CAMP- STAFF TRAINING PLAN 2015

*PARTIAL payments are outlined below

NOTES FOR LEADERSHIP STAFF

There has been a significant shift in the qualifications needed to lead out trips, especially white water out trips.
In the past these qualifications have been obtained in 1 course taught by Paddle Pals, however this is no longer an option for Leadership Staff. You will be expected to locate and register for all required courses. Reimbursement for these courses will remain based on the below information.

*If you are hired as a River Norquay Trainer, this course will be paid IN FULL

*If you are hired as a Leadership Assistant, Greenway or Program Norquay instructor, this course will only be 50% paid.

**The remaining 50% will be reimbursed in 2015 if you are successfully hired as a Leadership Counsellor

***If you are interested in leading trips over the next few years for JIC, these courses are the corner stone for your qualifications. In time, you will make back any expenses incurred throughout these courses.

Future Courses and Links:

1. SFA/CPR/NLS
   a.) YMCA Sudbury Pool Schedule
      Contact Aquatics department: 705.674.8315
      Visit [www.sudbury.ymca.ca](http://www.sudbury.ymca.ca) for schedules
   b.) Lifesaving Ontario: [http://www.lifesavingsociety.com](http://www.lifesavingsociety.com)
   c.) St. John’s Ambulance: [www.sja.ca](http://www.sja.ca)

2. WFA/WAFA (if you are not 18, you will need parental permission to take part in these courses)
   *Please refer to the chart as to whether camp will pay for your course or not.
   **Up to $275.00 will be reimbursed for WFA (16 hours)
   **Up to $425.00 will be reimbursed for WAFA (40 hours)
   **Up to $600.00 will be reimbursed for WFR (80 hours)
   
   a.) Wilderness Medical Associates (lots of courses across the province)
      [http://www.wildmed.ca/schedule.html](http://www.wildmed.ca/schedule.html)
   b.) Sirius Medical (lots of courses across the province)
      [www.siriusmed.com](http://www.siriusmed.com)
   c.) Great Lakes Cultural Camps (lots of FA and Paddling courses)
      [www.culturalcamps.com](http://www.culturalcamps.com)

3. ORCKA Tripping 1 (2nd Year Counsellors):
   For appropriate staff (see chart) ORCKA Tripping 1 will be offered DURING STAFF TRAINING 2015

HOW TO APPLY

Carefully review position descriptions and pay scale.

1.) Fill out “Application for Employment” Form
2.) Write a cover letter to Camping Services outlining what positions you are interested in applying for
3.) Make sure you indicate the camp you are interested in applying to: John Island Camp or Camp Falcona or Both

Send your information to: YMCA Camping Services
   140 Durham St
   Sudbury, ON  P3E 3M7
   P: (705) 674-6171 (toll free) 1-800-465-9622
   F: (705) 675-8777
   E: summer.brooks@sudbury.ymca.ca

** Applications for 2015 are due no later then November 21st 2014. Late applications may not be considered**