



## Job Posting: Junior Counselor March Break 2024 Camp Staff (STUDENT POSITION)

The role of the Camp Counselor is to provide a high-quality camp experience by assisting with program delivery and working with other camp staff to support the physical, emotional and social health of all children in the program. Counselors report to Camp Directors and receive ongoing feedback in this new learning/helping role.

- You must be a student, currently in school full-time
- No experience is required, but completion of the Counselor-in-Training summer camp is an asset.
- Junior Counselors are expected to engage with campers and activities in small groups.
- **REQUIRED:** Emergency First Aid (course taken no later than March 2022)
- **GOOD TO HAVE:** HIGH FIVE: Principles of Healthy Child Development

**Before continuing with the application process, please make note of the following:**

1. All junior counselors must commit to working March 11-15, 2024, from 8:30am-4:30pm. Extended care is also available for additional hours from 7am-6pm.
2. Attendance is mandatory at a full-day staff training session on Sunday, March 10<sup>th</sup> at Dovercourt (time TBD)
3. Counselors will be required to complete online training modules prior to March 1<sup>st</sup>
4. All counselors will be required to provide proof of **Emergency First Aid dated within 2 years of taking the course (no later than March 2022)** If you have taken Standard First Aid & CPR Level C, this is also accepted (and required for future Senior Counselor positions)

**WAGE: \$115/week**

**\*Please see chart on next page**

**To apply: Please email your resume with proof of first aid to:**

Dovercourt Recreation Association,  
c/o Laura Bond

[campoffice@dovercourt.org](mailto:campoffice@dovercourt.org)

**Applications will be accepted until enough staff are selected.  
Interviews will be ongoing.**

For more information about Dovercourt and our camp programs, please visit  
[www.dovercourt.org](http://www.dovercourt.org).

## A note about wages

Unlike other jobs, summer camps often don't offer an hourly wage that matches the provincial minimum wage. Some do (like municipalities and others who are unionized), and others don't (like most residential camps). As these are student jobs only (aimed at those age 14-22yrs), they are exempt from minimum wage and other provincial employment standards (like lunch breaks and overtime). Minimum wage exists to ensure that everyone in our community can support themselves and their families with a reasonable livable wage, which Dovercourt wholeheartedly agrees with. Summer camp jobs are not meant to provide a livelihood, nor cover post-secondary tuition. We know that you can get a job in other places and earn minimum (liveable) wage and camp jobs are not meant to offer the same. They are meant to provide an amazing summer job experience, with fun people and opportunities for growth, leadership, and learning.

At Dovercourt we also strive to have a very large and diverse camp team. To make this financially feasible and sustainable year-after-year, our wages are kept low in comparison to other job markets, which is no secret.

Those who would like to earn volunteer hours for high school can do so during the summer, simply by forgoing their paycheck for one week and instead earning 40-hours of community service. In this situation your wages for that week get donated back to Dovercourt. This is optional and by request with the manager only.

## Camp Jobs at Dovercourt

**Junior Counselors** are typically younger or newer camp leaders. Most are 14, while some are 13 or 15. This is the next best step after completing a CIT program, or starting a first experience working with kids. No experience is required for this position although many have completed a Counselor-in-Training program at Dovercourt or elsewhere. Junior counselors are expected to engage with play and camp activities in small groups and are never left alone. Junior Counselors receive ongoing feedback and this is considered a learning/helping role.

**Pay: First Year** \$115/week, **Second Year:** \$150/week

**Emergency First Aid:** required

**High Five: Principles of Healthy Child Development:** an asset but not required

**Standard First Aid & CPR C:** an asset but not required

**Senior Counselors** have at least **one full summer** of working in a camp, either as a Junior Counselor at Dovercourt or as a counselor at another camp. Counselors are expected to safely manage a group of children (10-15) and lead or facilitate group activities. Counselors are also expected to assist with documentation, reporting, and attendance tracking.

**Pay: First Year** \$415/week, **Second Year:** \$465/week, **Third Year:** \$485/week

**Standard First Aid & CPR C:** required

**High Five: Principles of Healthy Child Development:** an asset but not required

**Camp Directors** have at least three full summers working in a camp setting, either as a Counselor at Dovercourt or at another camp. Camp Directors are responsible for the safety and supervision of the entire camp group (usually 20-30 children) with the assistance of Junior and Senior Counselors. Camp Directors must be comfortable speaking with parents, supervising junior staff, and executing program plans provided to them. This also includes leading group activities, and instructing basic skills in accordance with individual skills/interests. Most Camp Directors are high school graduates, while some may be in grade 11 or 12 with significant experience supervising children year-round.

**Pay: First Year** \$550/week, **Second Year:** \$575/week, **Third Year:** \$600/week

**Standard First Aid & CPR C:** required

**High Five: Principles of Healthy Child Development:** required