



NEW STAFF INTERVIEW Spring/Summer 2014	Candidate's Name:	
Interviewer:	Phone Number:	Date:

Thank you for taking the time to speak with me today. This interview will be my opportunity to get to know you a little better and give you more information about working at Camp Chief Hector YMCA. To maintain consistency between interviews, I will be asking you the same questions as the other candidates have been asked. Please take your time to answer each question and remember that this is an opportunity to highlight your skills and experiences - we are eager to hear about them in detail.

It is important that you are aware of the risks you may encounter if you are employed with us – risk management is our top priority. The consequences of an incident may include death or disability. For this reason, the camp insists on the thorough support of its risk management policies so that we can continue to offer the experiences and activities that we do.

We are also committed to providing high quality child care. It is important to us that campers learn a greater responsibility with regards to the outdoors, manners, leadership, relationship building and community living. We expect our staff to support and role model these commitments, and be accountable for their actions.

1. Hearing our expectations with those things, why do you feel that a position with us is a good fit with your experiences?

Why is the YMCA a good fit with your personal values?

2. Why are you interested in working at Camp Chief Hector YMCA? What do you hope to gain by becoming a staff member here?

Do you have any questions about our site or programs?

3. Please tell me about your previous work and volunteer experiences, and any extracurricular activities you are involved with. Please explain your roles and responsibilities in detail:



4. Can you tell me about an accomplishment in your life that you are really proud of:

5. Can you tell me about a time when you have gone the extra mile or really gone out of your way to help someone else out?

Another example? (one in a team environment and one individual)

What was the most satisfying part or challenging part?

How did this experience allow you to change or grow?

6. Can you tell me about a time when you have built a strong relationship with a child?

7. An important part of a position at camp is your ability to be playful, capture the imagination of kids and really connect at their level. Do you have a specific example of a time when you have done this?

Have you been in a situation where you had to switch an activity at the last minute?

How did you recognize the need for change?

How did the group respond?



8. Camp can be a very demanding and tiring environment. Managing your levels of stress and frustration are very important. Can you tell me about what you do if you feel yourself getting stressed out, frustrated or even really overtired and still having to push through?

Do you have a specific example?

What would you do the same or differently?

9. Can you tell me about a time when you received growth-oriented feedback and what you did after receiving it?

What did you learn?

10. What do you feel are important qualities for a camp staff to have? Why?

11. Where do see your areas of strength for this type of position?

Where do you see your areas of growth for this type of position?



12. Camp Chief Hector YMCA has a strong outtripping component to its programs and has many on-site camp activities. Please take a few moments to describe any previous experiences you have with camp activities and tripping.
 (Hiking, canoeing, horseback riding, environmental education, arts and crafts, archery, swimming, climbing, high and low ropes course, challenge course, campfires, camp songs, group games, storytelling, tipi living, group management, behaviour management).

Required Certifications Overview:

- Bowfort, Hector 6 day Camps, Resource – **Standard First Aid**
- Mistaya and General Kananaskin – **24 hour Wilderness First Aid**
- Kananaskin Trip Leaders, Pioneers, Leadership 1 – **40 hour Wilderness First Aid**
- Canoe Trip Leaders – **40 hour Wilderness First Aid, Moving Water Instructor**
- Waterfront Instructors – **NLS, Waterfront Canoe Instructor**
- Higher Ground Staff – **Standard First Aid, CUI Level 1 or 2**
- Outtripping Staff – **Standard First Aid, Clean Driving Record, Class 4 or Defensive Driving, completed GDL program, over 21 yrs**

Current Certifications:

- Standard First Aid and CPR
- Wilderness First Aid and CPR _____ hour
- Tandem Moving Water Instructor
- Flat-water Canoe Instructor
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Certifications Needed:

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- Are you able to commit to the full length of the contract?

- Will you be over the age of 18 at the start of the contract?

Position interested in / best suited for:

The YMCA knows that, unfortunately, there may be people who want to work or volunteer here for the wrong reasons. I'm sure you'll be pleased to hear about the active, and we believe, effective effort we make to prevent abuse. First, we attempt to screen out offenders whenever possible; for example, we do a very thorough background check, including criminal history.

We also take any and all allegations, including those from children, very seriously. We refer all allegations to the authorities, and we cooperate fully with any investigation.

Wrongdoers need to know that this is a very risky place to attempt to abuse children or anyone else who may be vulnerable. Most everyone appreciates this thorough process, which not only protects the people in our care, but also minimizes the potential for false allegations of abuse against innocent staff members and volunteers. Do you have any questions about this policy?