



Employment Position

**General Counsellor Positions (Bowfort Counsellor, Hector 6 Day Camps Counsellor, Mistaya Counsellor)
Camp Chief Hector YMCA
Exshaw, Alberta**

Salary: Ranges from \$200 to \$275 weekly - room and board included

Start Date: June 28th (Mistaya); June 29th (Bowfort, Hector 6-Day), 2014

End Date: August 15th; August 29th, 2014

Situation:

YMCA Calgary is a charitable organization driven by its mission to facilitate and promote the spiritual, mental, physical and social development of individuals and foster a sense of responsibility within the community. For more than 100 years, YMCA Calgary has offered values-based programs and services that enable people to develop in spirit, mind and body.

With an annual budget of \$27 million, YMCA Calgary serves the Calgary community from six branches and over 60 program delivery sites. With four Health and Wellness branches: Eau Claire, Shawnessy, Crowfoot and Saddletowne, as well as the Community YMCA and YMCA Camp Chief Hector, YMCA Calgary offers programs and services in a variety of areas that promote healthy choices, personal growth and community engagement. YMCA Calgary's upcoming presence in the South Health Campus will further enable the YMCA to assist people to be healthy in spirit, mind and body.

Camp Chief Hector YMCA runs a summer camp for children and youth and their families. All General Counselors live and work at our site located near Exshaw, Alberta. Counselors work in pairs, residing in tipis with eight campers. Meals are eaten with campers at each tipi group's table.

Nature and Scope:

Reporting to a Section Director at Camp Chief Hector YMCA, the General Counselor position is open to individuals with interest in and previous experience working with children and youth in an outdoor environment. Counselors work with campers aged 7-11 years old who come to Camp Chief Hector for 6 or 13 day sessions and are based out of Bowfort Lodge and Hector Lodge. These campers are ready for the adventure of new experiences and require a leader who is actively involved in facilitating a positive, engaging camp experience for all. Counselors enjoy the company of their campers while providing them with appropriate expectations and clear boundaries. By the end of staff training (the first week of the contract), counselors need to feel comfortable with taking a leadership role and participating in all activities and aspects of camp life. Counselors need to be creative, flexible and approachable, be open to learning and teaching new skills, and be ready to facilitate great adventures for campers.

Most of these counselling staff positions involve leading a safe, comfortable and fun overnight camp-out or backpacking experience. It is important that staff who lead these trips have backcountry leadership skills and a passion for hiking, camping, exploring, and learning about wildlands.

Responsibilities

- Provide fun, positive and active leadership to campers
- Be a friend and mentor to campers and their families
- Support Camp Chief Hector YMCA risk management rules and guidelines
- Create a caring, supportive environment where campers feel that they can take risks, make new friends and try new things



- Model and support the values of Camp Chief Hector YMCA and YMCA Calgary
- Work as an active and positive member of the Camp Chief Hector YMCA staff team
- Manage personal energy to perform excellently each week with a busy schedule

Certifications and Experiences

People who have found success in this position have:

- Previous experience and positive references related to working with children/youth
- Clearly demonstrated a positive attitude and teamwork in prior work/volunteer situations
- The ability to provide comfort and guidance to campers who are often away from home for the first time
- Comfort with and/or enthusiasm for backcountry travel
- **Standard First Aid and CPR 'C' or Wilderness First Aid 24 hour**
- **A clean criminal background check including a vulnerable sector search**

Competencies:

Commitment to the Vision and Values: Demonstrates and promotes a personal understanding of and appreciation for the mission, vision and values of YMCA Calgary

Service Attitude/Customer Focus: Identifies needs and wants of campers and their families as priority and responds in an effective and timely manner to enhance every person's Camp Chief Hector YMCA experience

Leadership: Ability to adapt to working with different people in a dynamic environment

Communication: Ability to maintain open, clear, honest rapport with campers and co-workers

Self Management: Ability to adapt personal job expectations and maintain desire for professional growth

Teamwork: Ability to work effectively with others to provide memorable camp experiences for children and youth

Flexibility/Managing Change: Ability to initiate and respond effectively to changing conditions

Diversity: Appreciate that people with varying opinions, backgrounds and personalities bring richness to the YMCA

Commitment to Health and Safety: Acknowledges the importance and understands how to manage and educate others of risk management and harm reduction

To Apply:

If you are applying to work for more than one season, please send in only one application package and quote both seasons' job titles in the cover letter.

NEW STAFF: Please apply with a cover letter, resume and 3 references (email addresses AND phone numbers) who can attest to your character and previous work or volunteer performance. At least one of these references must be from a position where you were working or volunteering with youth.

In your cover letter, please list in point form:

- Your experiences working with children and youth. Include the organization, the length of the sessions and length of your commitment, and what your role was within the program
- The level of first aid certification that you have and it's expiry date, or your plan to acquire the certifications needed for the position you're applying for

RETURNING STAFF (and former LIT participants): For prospective staff who have worked at Camp Chief Hector YMCA, please apply with a resume and cover letter that answers the following questions:

1. State the positions that you are interested in for 2014



2. Give at least 4 concise examples of growth-oriented feedback you have received. If you did not receive sufficient feedback from others to answer the following questions, please use reflections on your own performance. For each example, answer with specific details
 - a. What growth was recommended or necessary for you?
 - b. What did you do to address the feedback?
 - c. What did you learn from this feedback?
3. Which leadership skills have you been developing since you last worked here?
4. If you are applying for a position that involves leading outtrips longer than 3 days:
 - a. Review the 2014 Outtripping Prerequisites and 2014 Outtripping Certifications (found in the Hiring Booklet – link on the YMCA Calgary website)
 - b. Apply for the position that reflects your ability to comfortably be examined on the Pre-requisite and Evaluation criteria. Staff members who do not pass will be reassigned if other positions are available.
 - c. List all current certifications and expiry dates
 - d. In point form, list all significant personal outtrips or professional outtrips that were NOT conducted by Camp Chief Hector YMCA (as a camper or staff member)

Hiring is ongoing until all positions are filled.

Please send application packages to: Aly Topping: atopping@calgary.ymca.ca