



# Big Cove YMCA Camp Staff Application Package 2019 Season

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*Building healthy communities*

# How to Apply

## Preparation

Read the 2019 Application Package including job descriptions and all general information.

Ensure you have all the necessary qualifications **valid until the end date of the 2019 contract you are applying for** or are enrolled in courses you still need to acquire. Some courses **may** be offered at Big Cove in the Spring (WFA, Paddle Canada).

Job offers are contingent on a clear Criminal Record Check (with Vulnerable Sector Check) and Child Abuse Registry Check. These **must be submitted prior to the start of your contract**. These must be current (within 30 days) for new staff. Staff who completed their 2018 contracts at the end of August will not need a new criminal reference check. Expenses incurred by these checks are the responsibility of the applicant.

## The Application

This year we will be using CampBrain for our online camper registrations. As part of this platform there is a staff application piece that we will utilize to facilitate all our staffing needs. This is a new process so if you have questions once you begin please let us know.

1. Go to <https://bigcove.campbrainstaff.com/> and create a username and password
2. Complete all the necessary information in the online application.
3. At the end of the application, once you have submitted, you can upload a copy of your cover letter, resume and certifications. (proof of enrollment is also fine to upload)
4. Should you need any help along the way, please contact us at [bigcove@halifax.ymca.ca](mailto:bigcove@halifax.ymca.ca).
5. The Application deadline is **December 14, 2018**. Late submissions may be considered, however there is a reduced chance of receiving an interview. We may begin to offer certain positions as soon as applications are received so do not delay in getting your applications in.

## The Next Step (Interviews)

To be considered for an interview all of the above steps must be followed correctly.

Interview invitations will be sent via email so please ensure that [scott.thomas@halifax.ymca.ca](mailto:scott.thomas@halifax.ymca.ca) and [bigcove@halifax.ymca.ca](mailto:bigcove@halifax.ymca.ca) are added to your safe senders list.

If you are in the Halifax area you will be expected to attend interviews in person. If you cannot attend in person you will be asked to have an interview via Skype. Please direct your questions to [scott.thomas@halifax.ymca.ca](mailto:scott.thomas@halifax.ymca.ca)

Interviews will likely be conducted in January, however earlier interviews and job offers may be made, so don't delay in getting your application in.

## Wages and Dates

### Seasonal Contract

Salaries are based on years on staff (or equivalent experience)

Level	Weeks	Weekly Wage*
Junior Counsellor**	9	\$120-\$135
Senior Counsellor - Year 1	9	\$200-\$215
Senior Counsellor - Year 2	9	\$230-\$245
Senior Counsellor – Year 3	9	\$250-\$270
Resource Specialists	10	\$275-\$350
L1 Counsellors	10	\$245-\$315
L2 Counsellors	10	\$245-\$315
Section Directors	10	\$275-\$350
Site Manager/Driver	10	\$275-\$400
Arts/Drama/Media Director	10	\$275-\$350
Health Care Manager	9	\$350-\$400
Assistant Director	10	\$300-\$500
Spring Program Specialist ***	5	\$275
Fall Program Specialist	4	\$250-300
Spring Program Coordinator***	5	\$325

\*wage rates may vary based on age, qualification and experience

\*\*Junior Counsellors receive an honorarium bi-monthly

\*\*\*Note spring contracts may be extended into late April/early May (7 weeks)

### Contract Dates

Junior Counsellor & Counsellors	June 22 – August 25
Resource & Leadership Counsellors	June 17- August 26*
Spring Program Specialist/Coordinators	May 26 – June 16**
Fall Program Specialist	August 26 – October 2

\*likely extension to September 2<sup>nd</sup> for 130<sup>th</sup> reunion

\*\*Possibility of extension to April 25<sup>th</sup>.

# Job Descriptions & Criteria

Some of the qualities we seek in candidates and expect from staff:

- **Strong work ethic**
- **Positive team-oriented attitude**
- **Good judgement**
- **Patience with children and an interest in their growth and development**

## Qualifications

Anyone wishing to be on staff in 2019 should have the minimum required qualifications. Staff who obtain qualification above their minimum qualifications may be eligible for additional compensation.

Interested applicants who do not have the suggested minimum qualifications are still encouraged to apply for potential positions.

## Counsellors

### Junior Counsellors

Junior Counsellors (JC) are **first year staff** and live with and care for a cabin of 8 campers. JC's are directly responsible for the care and supervision of their campers, providing each camper with a positive camping experience. This position requires good leadership, a caring nature and a willingness to have fun. JC's instruct morning activities as well as cabin group activities which include: swimming, canoeing, drama, archery, sports and many more. JC's are supported by their Section Directors, senior staff and the Summer Camp Director.

- **Must be 17 years of age by December 31, 2019**
- **Minimum qualifications: Standard First Aid, Bronze Cross and CPR-C, WHIMIS**
- **Recommended qualifications: NLS, Wilderness First Aid, Outdoor Council of Canada, Paddle Canada Certification**

### Senior Counsellors

Senior Counsellors are experienced staff who take care of a cabin group of approximately 8 campers and are leaders and role models for Junior Counsellors working alongside them. Senior Counsellors are the lead counsellor in the cabin and use their experience to help develop counselling skills in junior counsellors. They are directly responsible for the care and supervision of their campers, providing each camper with a positive camping experience. This position requires good leadership, a caring nature and a willingness to have fun. Counsellors instruct morning activities as well as cabin group activities which include: swimming, canoeing, drama, archery, sports and many more. Counsellors are supported by their Section Directors, senior staff and the Summer Camp Director. All applicants must have experience working with children. Senior counsellors may also get the experience of leading the 2 week leadership program.

- **Must be 18 years of age by December 31, 2019**
- **A minimum of one year experience working at a summer camp or related experience**

- **Minimum qualifications: Bronze Cross, Standard First Aid and CPR-C, WHIMIS, (NLS is strongly recommended)**
- **Recommended qualifications: NLS, Wilderness First Aid, Outdoor Council of Canada, Paddle Canada Certification (or equivalent)**

## Leadership Counsellors

Leadership counsellors play a vital role at Big Cove as they are directly involved with training possible future Big Cove staff. They must have strong leadership skills, be able to work both independently and as part of a team, and be able to delegate jobs and tasks to participants while ensuring safety and fun. Leadership counsellors live in tipi's in our leadership village away from the main part of camp with a co-leader and 8 campers.

### Leadership 1 Counsellor\*

This position is responsible for the co-ordination and implementation of the first year of Big Cove YMCA Camp's two-year Leadership Program. It is a four-week program for youth ages 15-16. The focus of the program is mechanical skill development through multi-day canoe trips and instruction in all the camp program areas. Applicants must have extensive leadership experience in canoeing and wilderness camping, navigation skills and experience in a residential camp setting.

- **Must be 19 years of age by December 31, 2019**
- **A minimum of two years working at a summer camp or related experience**
- **Minimum qualifications: NLS, Standard First Aid and CPR C, WHIMIS, Wilderness First Aid, Paddle Canada Certification**
- **Recommended qualifications: Outdoor Council of Canada, Interpretive Guides Association, Wilderness Advanced First Aid**

### Leadership 2 Counsellor\*

This position is responsible for the co-ordination and implementation of the second year of Big Cove YMCA Camp's two-year Leadership Program. The four-week program is designed to train youth aged 16-17 in group management skills such as communication, counselling, and teambuilding development. Participants spend ten days on trip and 7 days in cabins as a cabin shadow (CIT) residency. This position requires organization, excellent facilitation skills, experience working with teens in a residential camp setting as well as strong programming and planning skills. Applicants must have extensive leadership experience in canoeing and wilderness camping as well as navigational skills.

- **Must be 20 years of age by December 31, 2019**
- **A minimum of three years working at a summer camp or related experience**
- **Minimum qualifications: Standard First Aid, NLS and CPR C, WHIMIS, Wilderness First Aid, Paddle Canada Certification**
- **Recommended qualifications: Outdoor Council of Canada, Interpretive Guides Association, Class 4 Driver's Licence**

**\*Please note, all staff hired as leadership counsellors may be required to lead either leadership 1, 2 or our Japanese program depending on the make up of the program and breakdown of groups. Staff hired as leadership counsellors may also be eligible for discounted rates on some courses run through Big Cove (Wilderness First Aid, Paddle Canada, ACCT level 1)**

## Resource Team

The resource team is comprised of several different groups of staff: Senior Staff, Program Staff, Support Staff. Each group of staff on the resource team plays a vital role in the overall operations and success of Big Cove Programs.

Program instruction is central to all resource positions as well as the maintenance, cleanliness, upkeep and scheduling of their program area. They have additional responsibilities in the planning and delivery of special events, campfires, mealtime supervision of campers, overnight canoe trips, support activities as well as providing leadership within their area. Resource staff live in dormitory style accommodations. In certain cases, exceptions may be made to the minimum age criteria. Senior staff may be required to attend various training events prior to the summer season. Successful applicants may be eligible to receive support in obtaining relevant qualifications outside of the general swimming, CPR and First Aid qualifications.

Resource staff should have great leadership and interpersonal skills and have a strong desire to see camp success in all areas. Being part of the resource team means you could be called upon to take over responsibility in areas outside of your own. Throughout the hiring process, we will be selecting individuals who take pride in quality program delivery and are willing to contribute to an inspired and motivated team environment and who are positive role models for both campers and staff.

## Senior Staff

Senior staff is comprised of Camp Managers and include the Director, Assistant Director, Program Coordinator, Site Manager, Leadership Manager, Food Services Manager, Wellness Manager and Camper Care Manager. These staff are generally responsible for overseeing other groups of staff in various areas of camp.

### Assistant Director

The Assistant Director will work very closely with the Summer Camp Director to oversee many aspects of the entire camp operation. The applicant will be responsible for overseeing all areas of programming including interest groups, theme days and all other camp programs. The candidate must be a creative person with fresh ideas and a good knowledge of all program areas. The applicant must have strong leadership and organizational skills and extensive experience in a residential camp setting.

- **Must be 21 years of age by June 20, 2019**
- **Minimum qualifications: Bronze Cross, Standard First Aid and CPR-C, WHIMIS, Canadian Boating Licence**
- **Recommended qualifications: NLS, Class 4 Driver's Licence, ACCT level 1 or 2**
- **Two or more years in a supervisory role at Big Cove YMCA Camp or equivalent experience is necessary**
- **Must have a thorough knowledge of camping practices and above average public relation skills**

### Leadership Manager

The Leadership Director is responsible for the overall coordination of the Leadership Program at Big Cove. They oversee the L1, L2 and Japanese Leadership programs throughout the summer. This includes scheduling, running training sessions, supporting leadership staff, scheduling leadership time off, and other area relating to

the leadership program. They will work closely with the Camp Director and Assistant Camp Director in ensuring appropriate trainings are being delivered to properly prepare leadership campers for positions on staff in the future. The Leadership Director may need to assist the program through leading leadership trips and supporting camp in other areas while groups are on trip.

- **Must be 21 years of age by December 31, 2018**
- **A minimum of four years working at a summer camp or related experience**
- **Previous experience leading a leadership program as well as wilderness trips.**
- **Minimum qualifications: Standard First Aid, NLS and CPR C, WHIMIS, Wilderness First Aid, Paddle Canada Certification**
- **Recommended qualifications: Outdoor Council of Canada, Interpretive Guides Association, Class 4 Driver's Licence**

## **Camper Care Manager**

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 Section Directors 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 Section Directors 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.

- **Must be 21 years of age by December 31, 2018**
- **Minimum Qualifications: Bronze Cross, Standard First Aid and CPR-C, WHIMIS**
- **Recommended qualifications: NLS, Class 4 Driver's Licence, Canadian Boating Licence**
- **Previous supervisory experience in a summer camp setting would be considered an asset as would experience instructing in a camp leadership program**

## **Health Care(Wellness) Manager**

The Health Care Manager is a key leadership position on the staff team and is responsible for maintaining the physical health and wellbeing of campers and staff at Big Cove. The main components of this job are the management of the incoming and outgoing information about campers and staff, distribution and safe storage of all medications, First Aid Kit preparation and distribution, managing the medical budget and medical supply inventories, and delivering primary care for health and wellness issues that arise at camp. The Health Care Manager helps to train counsellors and leadership trainers to address wellness issues proactively, and works closely with other Managers and Directors to promote general cleanliness and health at Big Cove. They work closely with the Counselling Team to support camper wellbeing. This person works closely with the Camp Directors to assess and provide additional, offsite care for illness or injury that may arise. The Health Care Manager must be comfortable in communicating with parents. The Health Care Manager is an important Leadership Role at camp, and works with other Directors to ensure smooth coordination of service delivery to all campers

- **Must be 21 years of age by June 20, 2019**

- **Strong interpersonal skills are required along with a high degree of flexibility and organization**
- **Minimum qualifications: Standard first Aid, CPR-C and a Class 4 Driver's Licence,**
- **Recommended qualifications: NLS, Wilderness First Aid,**
- **Preference may be given to those enrolled or completing a nursing program**

## Site Manager/Driver

The Site Manager is responsible for the overall operation of the Big Cove Property. This includes basic repairs to facilities and equipment, general site upkeep (lawn and trail maintenance), site cleanliness and any health and safety concerns. The Site Manager will also act as the primary driver at Big Cove, supporting the transportation of trips to and from destinations as well as the transportation of campers to and from the airport and hospitals.

- **Must be 21 years of age by June 20, 2019**
- **Strong interpersonal skills are required along with a high degree of flexibility**
- **Minimum qualifications: Standard first Aid, CPR-C and a Class 4 Driver's Licence, Canadian Boating Licence**
- **Please note a clear driver abstract is required for this position**
- **Some general maintenance skills would be an asset (plumbing, electrical, carpentry etc)**
- **Willingness to learn new skills on the job.**

## Program Staff Team

The Program staff Team is comprised of the Program Director, Waterfront Director, Adventure Director, Section Directors, Canoe/Assistant Waterfront Director, Arts/Drama/Media Director, and Outripping Director. The program staff are directly involved in the overall operation of camp program areas and support counsellors in providing the highest quality programming throughout the summer. Program staff will be required to take the lead in running or organizing an evening camp activity each week.

## Section Directors

Campers are divided by age into two halves, the Junior Section (aged 7-11) and the Senior Section (aged 12-15), each of which have a Section Director. These two positions work very closely with the Camper Care Manager, Summer Camp Director and together they oversee all aspects of campers and counsellors. Responsibilities include the pairing of counsellors and organizing campers into cabin groups each session. Both will provide guidance and support to the counsellors in their sections through continual feedback and formal evaluations. These two people help with camper situations and are the main liaison between parents, the Administrative Co-ordinator and camp if need be. Section Directors are responsible for developing training sessions for counsellors during pre-camp and mid-summer as well as organizing section-wide activities and participating in all camp activities.

- **Must be 20 years of age by December 31, 2019**
- **Minimum Qualifications: Bronze Cross, Standard First Aid and CPR-C, WHIMIS**
- **Recommended qualifications: NLS, Class 4 Driver's Licence, Canadian Boating Licence**

- **Previous supervisory experience in a summer camp setting would be considered an asset as would experience instructing in a camp leadership program**

## **Adventure Director**

The Air Adventure Director is responsible for supervising and running the Adventure Program at camp which includes initiatives, team building, low and high ropes courses, a zip line, a climbing tree and a bouldering wall. Duties would include training all staff in general safety rules for each of the courses, designing an adventure program for all of the campers, conducting regular safety checks on equipment and the course and helping out other areas of camp as needed. This individual must have extensive knowledge of ropes courses. This position is part of the resource team.

- **Must be 20 years of age by December 31, 2019**
- **Minimum Qualifications: Bronze Cross, Standard First Aid and CPR-C, WHIMIS**
- **Recommended qualifications: NLS, Class 4 Driver's Licence, Canadian Boating Licence**
- **Must have a Challenge Course Practitioner Certificate or Customized training for Big Cove by Adventureworks! or other ACCT accredited trainer**
- **Experience facilitating high ropes, low ropes, initiatives and team building activities is necessary**

## **Arts/Drama/Media Director**

Responsibilities include the development, implementation and supervision of the arts and crafts, drama and media areas of camp. This includes ensuring programs are established for all 3 areas and supervising staff who are leading those programs throughout the summer and ensuring they are set up for success.

The ADM Director will also take the lead in taking photos throughout the summer, including cabin photos at the end of the week. They will ensure that all photos are sorted and ready for upload to desired platforms and will use their skills to teach the new media interest group and getting campers involved in taking photos around camp.

- **Must be 19 years of age by December 31, 2019**
- **A minimum of three years working at a summer camp or related experience**
- **Minimum qualifications: Bronze Cross, Standard First Aid and CPR-C, WHIMIS**
- **Recommended qualifications: NLS, Class 4 Driver's Licence, Canadian Boating Licence**

## **Waterfront Director**

The Waterfront Director is responsible for the entire waterfront area of camp which includes safety, supervision and instruction of all swimming activities, as well as the co-ordination of aquatic emergency procedures. The applicant will manage all of the boating equipment. NSL is required as well as is a Swimming Instructor's Certificate. As a member of the senior staff team, this individual will work to ensure strong delivery of programs and help out other areas of camp when needed.

- **Must be 19 years of age by December 31, 2019**
- **A minimum of three years working at a summer camp or related experience**
- **Minimum qualifications: NLS, Standard First Aid and CPR-C, Swimming Instructor's Certificate, Canadian Boating Licence, WHIMIS**
- **Recommended qualifications: Waterfront or beach NLS, Lifesaving Instructor certification (LSI), Paddle Canada Instructor levels, Class 4 Driver's Licence**

## Canoe Director

Canoeing is one of Big Coves core programs as we build campers skills from junior camper to leadership camper in order to have the skills to take part in canoe trip programs. The Canoe Director will help in facilitating the Big Cove Canoe Program in all areas (interest groups, cabin programs, Leadership) throughout the summer. They should have a few years of experience canoeing in various environments. Certifications such as Paddle Canada or others would be an asset. The Canoe Director will also act as the Assistant Waterfront Director and assist with facilitating waterfront programs where needed.

- **Must be 19 years of age by December 31, 2019**
- **A minimum of three years working at a summer camp or related experience**
- **Minimum qualifications: NLS, Standard First Aid and CPR-C, Swimming Instructor's Certificate, Canadian Boating Licence, WHIMIS, Paddle Canada**
- **Recommended qualifications: Waterfront or beach NLS, Lifesaving Instructor certification (LSI), Paddle Canada Instructor levels, Class 4 Driver's Licence**

## Program Director

The Program Director is a key leadership position on the staff team and is responsible for developing, scheduling, and overseeing the delivery of a high quality, participant-focused summer camp program at Big Cove. The Program Director's primary responsibility is to schedule cabin groups into their weekly program areas. They are also responsible for overseeing and implementing camp wide activities and theme days. The Program Director works closely with the program team (adventure, nature craft, and waterfront Directors) to deliver high quality programming. The Program Director is also responsible for the delivery of freebies as well as having plans in place for rainy day or inclement weather programs. This individual needs to be highly organized and motivated and have experience delivering all areas of Big Cove programs.

- **Must be 19 years of age by December 31, 2019**
- **A minimum of three years working at a summer camp or related experience**
- **Minimum qualifications: NLS, Standard First Aid and CPR-C, Canadian Boating Licence, WHIMIS**
- **Recommended qualifications: Class 4 driver's license, previous experience in camp programming,**

## Outtripping Director

The Outtripping Director is responsible for training staff in leading safe and responsible wilderness camping trips. The applicant must have extensive knowledge of wilderness camping, navigation, and risk management. During the summer, duties include co-ordinating outtripping schedules with leadership and camper groups, fixing and maintaining all outtripping gear, and ordering and packing food. This position is part of the resource team and is expected to participate with other program areas around camp when needed.

- **Must be 20 years of age by December 31, 2019**
- **Minimum Qualifications: Bronze Cross, Standard First Aid and CPR-C, WHIMIS, Canadian Boating Licence**
- **Recommended qualifications: NLS, Wilderness First Aid, Outdoor Council of Canada, Interpretive Guides Association, Paddle Canada Certification**

- **Must have strong understanding of canoe tripping practices and tripping experience**
- **Previous supervisory experience in a summer camp setting would be considered an asset as would experience instructing in a camp leadership program**

## Outdoor Centre Staff Team

### Outdoor Centre Program Coordinators or Specialists\*

During the spring and fall, Big Cove YMCA Camp operates an Outdoor Centre that runs pre-programmed and custom programs for a wide range of school groups, university groups, clubs and organizations.

Program Coordinators are those with previous years of Specialist experience who will assist in coordinating the outdoor ed seasons. Coordinators also act s front line program staff. Program Specialists may be hired for both the spring and/or fall seasons of the Outdoor Centre and are the front line staff with or Outdoor Ed groups. All applicants must have experience teaching all program areas of the Outdoor Centre. Experience in facilitating large groups is an asset. Big Cove YMCA Outdoor Centre staff are entrusted with a great deal of responsibility, so great care is taken to ensure selection of skilled individuals with positive attitudes and strong work ethics for employment. All those applying for a spring/fall program specialist position must include a resume and cover letter in addition to their application form indicating their preference of season.

- **Minimum qualifications: Standard first Aid and CPR-C , Bronze Cross, WHIMIS**
- **Recommended qualifications: NLS Wilderness First Aid, Food Handler’s Certificate, Class 4 Driver’s Licence, Canadian Boating Licence**

\*please indicate clearly on your application form that you are applying for spring and/or fall at Big Cove YMCA Outdoor Centre as well

## Applying From Abroad

### International Job Opportunities

If you are not a Canadian citizen and wish to apply for a position at Big Cove YMCA Camp, please begin by filling out the application form and following the steps listed in this Application Package. In your initial email, please be sure to mention the status of your citizenship along with any information pertinent to your summer availability. Foreign workers are welcome to apply for all summer positions and will be considered for positions where job criteria are met. If the necessary qualifications are not available in your country of residence, please contact Big Cove YMCA Camp to discuss which foreign qualifications can be transferred, which can be acquired and in certain cases which qualifications are not necessary.

Successful foreign applicants will be **required to obtain a Canadian work permit and make flight arrangements at their own expense.** Please be aware that a large degree of independence is required of all individuals applying from abroad. Please contact the Camp Director, Scott Thomas via email: [scott.thomas@halifax.ymca.ca](mailto:scott.thomas@halifax.ymca.ca) if you require assistance with any portion of the hiring process.

## International Volunteer Opportunities

Big Cove YMCA's International Volunteer Program is designed for the mutual benefit of volunteers, staff members and participants. The purpose of this program is to enrich the quality of the Big Cove YMCA Camp community through cultural exchange and shared learning experiences. This exciting opportunity is made available to candidates who show excellent leadership abilities and are passionately engaged in the healthy development of youth. Our hope is that the joys and challenges of this experience will provide volunteers with the opportunity to grow and improve their skills as well as provide a valuable service to today's youth. Individual volunteer placements will be arranged prior to the summer season and will vary depending on each individual's skill set, their desired experience and Big Cove YMCA Camp's program needs. Please contact the Camp Director, Scott Thomas via email: [scott.thomas@halifax.ymca.ca](mailto:scott.thomas@halifax.ymca.ca) if you wish to apply.

## About Big Cove YMCA Camp

### History

Big Cove YMCA Camp is a historic wilderness camp dedicated to providing youth with opportunities to develop leadership skills, enhance their self-esteem and foster an appreciation of the natural environment in a safe, respectful community.

Founded in 1889, Big Cove YMCA Camp has a very strong tradition, providing unique outdoor experiences for the youth of Nova Scotia. As we celebrate the 130th year since our inception, we are the oldest residential camp in Canada with former campers and alumni that can be found all over the world. It is Big Cove YMCA's long history of quality and tradition that has made us a leader in overnight camping in Nova Scotia. Big Cove YMCA Camp has changed a great deal over the years however, the benefits and opportunities participants receive remain the same.

Nestled in a secluded cove on Merigomish Harbour, Big Cove YMCA Camp is a paradise of forest, field, ocean, marsh and shoreline. As a YMCA camp, it is our goal to provide youth with opportunities for development in spirit, mind and body. With over 100 acres of pristine wilderness, Big Cove YMCA Camp is an ideal location for Outdoor and Environmental Education and Team Building.

### Our Charitable Mission and Values

The YMCA is a charity dedicated to the growth of all persons in spirit, mind and body, and to their sense of responsibility to each other and the global community.

The YMCA Core Values are key to fulfilling our mission.

- **Caring**                      Compassion towards others.
- **Respect**                      Respect for our volunteers, staff, partnerships, participants and supporters.
- **Responsibility**              Responding to society's need in a socially proactive manner.
- **Honesty**                      Integrity and fairness at all times.
- **Health**                        A commitment to the well-being of individuals, families and communities.

- **Citizenship** Building a community for all people to grow in spirit, mind and body.

## **Big Cove YMCA Camp Staff**

Big Cove YMCA Camp takes pride in its staff team. These individuals make the program delivery possible and have built Big Cove's excellent reputation across Canada.

At Big Cove YMCA Camp, we are looking for staff who can be positive role models. Staff must be able to represent our vision, mission and goals and provide participants with opportunities to develop. Staff must be self-motivated and interested in their own growth and development. Big Cove staff must be able to work well on a team and adapt to the needs of the Outdoor Centre and Summer Camp.

The days are long and the environment intense, but the experience is very rewarding. Big Cove YMCA staff become key figures in the lives of the children, youth and adults with whom they come in contact and make friends themselves that last a lifetime.