



Big Cove YMCA Camp Staff Application Package 2018 Season

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Preparation

Read the 2018 Application Package including job descriptions and all general information.

Ensure you have all the necessary qualifications **valid until the end date of the 2018 contract you are applying for** or are enrolled in courses you still need to acquire.

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 recent (within 30 days) which means all staff (returning or not) must have these checks completed. Expense incurred by these checks is the responsibility of the applicant.

The Application

1. Prepare an email addressed to: scott.thomas@halifax.ymca.ca
2. In the subject line write your name followed by "2018 Application"
(For example: Jane Smith-2018 Application)
3. Attach scanned copies of all required qualifications. Only attach current qualification(s) valid through August 31, 2018. *See qualification chart for details.*
4. If you do not have current qualifications, we will accept proof of enrollment (*scanned receipts showing you are registered for the necessary courses*).
5. Cover letters and resumes with at least three references must be included.
6. Complete the online form with your pertinent information.
<https://fs26.formsite.com/ZISAF0/form5/index.html>
7. The Application deadline is **December 22, 2017**. Late submissions may be considered, however there is a reduced chance of receiving an interview. Certain positions may be offered prior to this date.

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 and 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

Interviews will be conducted starting in January. They may be in person, via skype or over the phone.

Wages and Dates

Seasonal Contract

Level	Weeks	Weekly Wage*
Junior Counsellor**	9	\$100-125
Senior Counsellor - Year 1	9	\$175-200
Senior Counsellor - Year 2	9	\$225-250
Resource Specialists	10	\$230-350
L1 Counsellors	10	\$230-300
L2 Counsellors	10	\$230-300
Section Directors	10	\$230-300
Transportation Director	10	\$230-300
Communications/Social Media Director	10	\$230-300
Health Care Manager	9	\$400
Assistant Director	10	\$300-500
Spring Program Specialist ***	5	\$250
Fall Program Specialist	4	\$230-300
Spring Program Coordinator***	5	\$300

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

** Junior Counsellors receive an honorarium bi-weekly

***Note spring contracts may be extended into early May (9 weeks)

Contract Dates

Junior Counsellor & Counsellors	June 24 – August 26
Resource & Leadership Counsellors	June 17- August 27
Spring Program Specialist/Coordinators *	May 27 – June 17
Fall Program Specialist	August 30 – October 2

*Possibility of extension to April 25th.

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 2018 should have the minimum required qualifications. Staff who obtain qualification above their minimum qualifications may be eligible for additional compensation.

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. This is a volunteer staff internship position. All JC's receive an honorarium at the end of their first and second successful month as a staff member.

- **Must be 17 years of age by contract start date**
- **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

Counsellors are experienced staff who take care of a cabin group of approximately 8 campers. Counsellors 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.

- **Must be 18 years of age by December 31, 2018**
- **A minimum of one year experience working at a summer camp or related experience**
- **Minimum qualifications: Standard First Aid, NLS and CPR-C, WHIMIS**
- **Recommended qualifications: Wilderness First Aid, Outdoor Council of Canada, Paddle Canada Certification (or equivalent)**

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 with a canoeing and hiking component 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, 2018**
- **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**

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 twelve days on trip and twelve 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. Applicant must have extensive leadership experience in canoeing and wilderness camping as well as navigational skills.

- **Must be 20 years of age by December 31, 2018**
- **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 staff 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.**

Senior Staff

Senior staff are responsible for Big Cove YMCA's various program areas as well as fulfilling an equally important role as support personnel. 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.

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. Each senior staff member will be assigned to a cabin group to provide extra support and guidance. Senior 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.

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**

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, 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**

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, 2018**
- **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**

Nature Arts Director

Responsibilities include the development, implementation and supervision of earth education and creative arts programs at camp. The applicant will be required to help other senior staff with any other program areas that need assistance. This position is part of the resource team. Experience in gardening would be considered an asset.

- **Must be 19 years of age by December 31, 2018**
- **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, 2018**
- **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, 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, 2018**
- **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, 2018**
- **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**

Health Care 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, 2018**
- **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**

Transportation Director (Driver)

The Transportation Director is responsible for product purchases and pick-ups, driving outtrips, organizing the driving schedule, camper medical visits and other camp related trips. The applicant will be responsible for submitting all receipts from purchases and pick ups to the Camp Director. The candidate must possess a Class 4 Driver's licence, driving and money management experience.

- **Must be 21 years of age by June 20, 2018**
- **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**

Communications and Social Media Director

The Communications and Social Media Director is responsible for the filming and photographing of activities, events and cabin groups and for regularly updating our social media pages. They are responsible for compiling photos every session for addition to our Facebook page as well as taking cabin photos at the end of camp sessions. They will maintain the inbox on our social media feeds and answer or find answers to questions that parents or potential clients may have regarding camp programs. They will work closely with the camp Director on a communications plan to maintain contact with camper families while their child is participating in Big Cove programs.

- **Must be 20 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**
- **Must have a strong knowledge of summer camp program equipment and delivery**
- **Experience with a variety of program activities in an outdoor recreation/education setting is necessary**
- **Must be skilled in photography, digital video recording and related computer media**

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, 2018**
- **Minimum qualifications: Bronze Cross, Standard First Aid and CPR-C, WHIMIS, Canadian Boating Licence**
- **Recommended qualifications: NLS, Class 4 Driver's Licence**
- **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**

Outdoor Centre Program Specialists*

During the spring, fall and winter, 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 Specialists may be hired for both the spring and/or fall seasons of the Outdoor Centre. 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 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 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 129th 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.

The YMCA of Greater Halifax/Dartmouth

Big Cove YMCA Camp

Conditions of Employment



1. All Big Cove YMCA staff members must be concerned with the health, safety and well-being of every participant at Big Cove YMCA and at all times uphold the mission/core values/vision of the YMCA of Greater Halifax/Dartmouth.
2. The philosophy of Big Cove YMCA promotes respect for and compliance with the law. Staff members are advised that non-compliance with the Liquor Control Act, Liquor License Control Act, Food and Drug Act, Narcotic Control Act and Trespass to Property Act will result in termination. In particular, the possession or use of intoxicants is prohibited while on Big Cove YMCA property or while responsible for program off Big Cove YMCA property. Big Cove YMCA staff who have not reached the age of majority may not consume alcohol at any time during the dates covered by their contracts.
3. The use or possession of tobacco products is prohibited while on Big Cove YMCA property or while responsible for program off of Big Cove YMCA property. Breach of this condition may result in termination. Tobacco products may be used only during a designated day off and only off of Big Cove YMCA property. Smoking close to camp property is strongly discouraged, keeping in mind our public image.
4. Staff must be aware that at ALL TIMES their behaviour represents Big Cove YMCA. Improper public behaviour that reflects poorly on Big Cove YMCA's community relations or public image will result in disciplinary action which may include termination of employment.
5. Staff Visitors - Permission must be given by your supervisor in advance with regards to visitors. Visitors must check in and out of the camp office and must display a visitor's pass while on site. Visitors may not use Big Cove YMCA's program facilities or stay overnight on Big Cove YMCA property. Staff will be held accountable for the actions of their visitors while on Big Cove YMCA property. Visits on site are recommended to be short and must be hosted on staff time off.

6. Summer staff will receive one day off per week, assigned depending on work schedules. All staff must submit written requests for special time off to their supervisor and must have permission to leave the property when not on scheduled time off. If extended time off is needed for any reason, it will be reflected in future time off or pay. Staff may not accumulate time off.
7. Staff will be responsible for replacing any carelessly damaged or lost camp property.
8. All staff must meet the minimum qualifications for their respective positions and their certifications must remain current during the dates covered by their contracts.
9. Staff are required to wear lifejackets at all times (on or off duty) when in any watercraft while on contract with Big Cove YMCA. Failure to do so will result in termination of employment.
10. Should it become necessary to terminate a staff member's contract, notice of cause shall be given and salary will be adjusted to the date of termination. When the affected staff member is less than 18 years old, his or her parents or legal guardian will be notified immediately.
11. All policies and procedures not stated in these Conditions are reviewed in pre-season training programs and staff manuals (vehicle policies, dress code, dining hall and emergency procedures, administration policies, etc). These are all considered to be conditions of employment.
12. Each staff member agrees to co-operate fully and support Big Cove YMCA, its objectives and programs and to comply with all rules deemed necessary by the YMCA of Greater Halifax/Dartmouth and Big Cove YMCA Camp, whether now in effect or hereafter adopted. This includes providing accurate information necessary to qualify the staff member for receipt of regular pay. (i.e. social insurance number, birth certificate, certification of skills/education, Criminal Reference Check, Health Card number, Driver's Licence). Failure to do so may result in termination.
13. Staff are required to read the Staff Manual before their arrival at Big Cove YMCA Camp for the beginning of their contract.
14. Staff are required to attend and participate in designated training events as part of the qualification process for all staff positions. There shall be no payment made to the employee in respect to the attendance of such mandatory training sessions.
15. Staff are required to submit a Child Abuse Registry Check and a Criminal Reference Check including a vulnerable sector search if available for their age group, which will be acquired at the employee's expense.
16. Big Cove YMCA is not responsible for the loss or damage of any staff member's belongings, whether in transit or on site.
17. The YMCA of Greater Halifax/Dartmouth agrees to furnish room and board at camp and on camping trips during the period of the contract agreement.
18. Transportation to and from camp is the responsibility of the employee.
19. It is understood that any medical expense shall be charged to the undersigned employee and that medical insurance is the responsibility of the employee.
20. The YMCA reserves the right to cancel the contract without compensation or notice should circumstances make the full operation of camp impossible or otherwise.
21. The undersigned employee agrees that no oral or written agreement shall alter the terms or conditions of this agreement unless duly signed and attached hereto.

Side Note:

If you have read until this point, well done! Please be sure to put the name of your favourite animal beside your name on your application form.

As a member of the Big Cove YMCA Camp staff, you are bound by the rules and regulations outlined in these Conditions of Employment, the Staff Manual and training sessions. Your contract can be terminated immediately by the Summer Camp Director due to unsatisfactory performance, decreased participant enrollment, breach of contract policies provided in this package or in any other training/staff meeting or any other just cause.

Upon acceptance, staff applicants are sent a contract which includes a signoff stating the staff member fully understands the above conditions of employment.