



Program Lead

Are you looking to connect, belong and thrive this summer?

Do you want to be part of and contribute to a positive, collaborative, respectful and inclusive staff culture?

Are you looking to connect, belong and thrive again this summer? Camp Winston summer team opportunities give young professionals valuable skill-building experience, practical training and a network of colleagues and friends that cannot be easily captured in traditional placement opportunities. From sing-alongs in the dining hall and water sports on the lake to campfire chats with smor-e-o's and purposeful connections with children who need support the most; Our amazing team is focused on fun, active and meaningful support of children and teens with complex neurobiology. You will join a group of 70 staff as we embark on a bright and diverse adventure to help 140 children. We are dedicated to the growth and maturity of our staff and are committed to the mental health and well-being of all who join Camp Winston. From first responders and social workers to educators and human services professionals, Camp Winston team members thrive on opportunities to grow personally and professionally.

Job Description: You will oversee all programs (evening program, daily program activities at CW) and work closely with the head of care to develop the program schedule. You supervise activity and program staff with the support to the other Program Activity Lead. You work collaboratively with partners and model respectful and inclusive staff interactions. Responsible for evening staff recreation (camp wide programming, staff snack, staff evening program, staff banquet, etc.) Responsible for programming at meals (bbq's, lunch trivia, music selection, etc.) Responsible for rainy day programming. You will consult with the Camper Care Leads prior to doing staff evaluations of their staff.

Duties & Responsibilities:

Camper Care:

- Work day shifts & night shifts
- Welcome campers on-site supporting with luggage, unpacking and the process of transitioning between spaces on-site
- Support campers with personal hygiene and care, including, but not limited to bathing, weather appropriate clothing choices, toileting etc.
- Complete emergency laundry as needed
- Ability to exercise discretion and treat campers and colleagues with dignity while reporting concerns should they arise
- Encourage participation in recreational activities and programs
- Diffuse conflict between campers using Camp Winston Skills and nonviolent verbal de-escalation techniques

Self Regulation:

- Each staff member has the duty to report any concerns of abuse, self-harm or breeches to camp code of conduct, policies and protocols
- Mentor campers by leading by example - appropriate language, work ethic, co-living etiquette, daily hygiene and self care practices and demonstrating emotional regulation
- Follow policies, training guidelines, best practices and protocols

Camp Winston reserves the right to re-assign the duties of an employee at any time to ensure the safety of our campers, teens and staff. Job may include “other duties as assigned.”

Provided Training Opportunities:

- Attend the Sr. Team training along with other supervisory participation in early June. The training will provide resources and tools on managing and motivating team members, demonstrating confidentiality and professionalism. Duty to report and completing staff and camper incident reports, the function of the medical team and other key strategies
- Participate and support the 10 Day Training session prior to camp prepares our team to support our campers confidently. During training week you will obtain:
 - CPI Certification
 - Mental Health First Aid training
 - Child support and communication techniques
 - Overview and understanding of Neurobiological disorders
 - Understanding of Care Standards & The Winston Way
 - Orientation of the organization

Qualifications & Experience:

- 18 years of age or older
- You enjoy being outdoors, like to laugh and understand fun and silliness are fundamentals of a Summer Camp
- Two years of experience managing team members
- Ability to deliver person-centred care
- First Aid & CPR Certified - St.John's Ambulance & Canadian Red Cross
- Enjoys working with Children and Teen's and interest in Child/Teen Development
- Willingness to obtain CPI training (provided by Camp Winston)
- Willingness to abide with Public Health recommendations and standards
- Proof of current vaccinations, including COVID-19
- Satisfactory police record and vulnerable sector check
- Strong communication skills
- Ability to resolve conflict and work with a variety of personalities
- Ability to set and achieve team goals
- Collaborative relationship-builder
- You have a hidden talent that can be shared with campers and colleagues!!
- Enjoys working outside in rustic camp environment
- Ability to work offline with limited access to wifi
- Relevant post-secondary education
- Insurable licensed driver with a clean driver abstract

Location, Hours, Work Environment & Compensation:

- Total Gross Summer compensation: \$ 10,100.
 - Room and Board deductions (based on 67 days at \$60/day): \$ 4,020
- June - August 30th 2023
- Scheduled Days Off between sessions: June 23rd & 24th, July 9th & 10th, July 25th, 26th, 27th, 28th & 29th, August 13th & 14th
- Personal Day Off during each camp session *must be submitted and prescheduled*
- Comfortable with Camp Dynamics of living on-site at your place of work
- Co-living with a roommate; capable of being a respectful and courteous roommate
- All meals will be provided (on & off shifts), and individualized meal plans are available (vegetarian,

vegan, GF/DF, etc.)

- Full access to all camp amenities when off shift
- Staff Lounge, Wifi and Computer Access, Staff Parties and Activities to celebrate the team
- Access to computer and phones
- A profound experience allowing you to build professional skills and meaningful relationships

What We Offer & Our Culture:

- We pride ourselves on providing unparalleled training and hands on experience to support individuals with multiple and complex neurodiverse diagnosis
- We operate the Camp Winston Foundation and its programs with Fun, Stability, Accountability, Reliability and Compassion as guiding principles
- We always lead by example, act in a respectful and effective manner with all people, in a manner that recognizes, affirms and values of Camp Winston
- We uphold a high standard of professionalism as outlined in the Code of Conduct
- We pick up the phone, we encourage relationships and understand that much more can be accomplished through conversation and listening
- We embrace and encourage diversity in our team to people of all cultures, classes, races, ethnic backgrounds, sexual orientations, gender identities, faiths and religions in a manner that recognizes, affirms and values the worth of individuals, families and communities
- We maintain a safe and healthy work environment by following standards and procedures; complying with legal codes and regulations
- We continually seek growth, optimization and improvement to offer the very best care possible to our campers
- Based on our population and their vulnerabilities and behaviours, we have a zero-tolerance policy in the code of conduct with regards to recreational drug and alcohol usage on site
- Confidentiality and discretion when supporting colleagues, campers and teens

About Camp Winston:

Located on Sparrow Lake in the Muskoka region of Ontario, Camp Winston is a unique retreat for children with complex neurobiological disorders who need highly specialized support. At Camp Winston, children have the opportunity to escape their ordinary and often challenging daily lives, connect with others in a way they've never experienced, and build life-long skills with the help and support of the dedicated and passionate Camp Winston staff. In most cases, for the first time in their lives, Camp Winston campers feel welcomed, connected, and secure enough to participate without fear of rejection or alienation. Camp Winston's primary goal is to set these special children up for success. Learn more about Camp Winston at www.campwinston.com.

To apply for this position, please submit your resume and cover letter to mail@campwinston.com