



About Brigadoon

Brigadoon Village is a non-profit year-round outdoor recreation facility. During the summer months, we run an overnight summer camp program specific to children and youth living with chronic health conditions and other life challenges (such as grieving the loss of a loved one). Our programs give campers a chance to meet others who understand their specific struggles and help them to feel less alone. We focus on building meaningful connection and community and sending our campers home stronger, more confident, and with some new skills to be proud of. *Our hope is that if we do our jobs well, the one week that they spend with us each year can make the other 51 weeks of the year a little bit easier.*

Our philosophy, at a glance:

- Of course, the camp experience is full of fun, laughs, and friendship! These things are so important. However, at Brigadoon, we believe strongly that fun is what it feels like while we're delivering on our actual mission: growing our campers as individuals.
- We focus on 5 key areas of development for our campers:
 - **Compassion:** We want them to leave with a better understanding of the people around them and how their actions impact others.
 - **Connection:** We want to surround them with people who understand their circumstances and to build the skills that will allow them to leave camp better able to build and maintain strong friendships.
 - **Confidence:** We want our campers to leave camp with more positive words to use to describe themselves and with a stronger sense of what makes them fantastic.
 - **Independence:** We want our campers to be able to advocate for their own needs, take responsibility for their actions, and make their own decisions.
 - **Resilience:** We know that for our campers, life is going to be awfully hard sometimes. We acknowledge that things are hard and help them to learn ways to make themselves feel better and bounce back.

Some Quick Camp Facts:

- Our summer camps run for 6 days at a time, with campers arriving each Sunday and departing each Friday
- Our camp sessions are condition-specific, catering to a specific medical need or challenge. A full list of these camp sessions can be found [here](#)
- We are located on Aylesford Lake, in the Annapolis Valley of Nova Scotia. Have a look at our facility [here](#).
- Each week, we have medical professionals join us in order to support the medical needs of our campers, that is not the responsibility of our summer staff!
- We run a wide variety of camp programs during the summer – a full list of our activities can be found [here](#)

Our Staff Culture: We work hard to establish a collaborative and positive community where we treat one another with kindness, understanding, and give one another the benefit of the doubt. At Brigadoon, performing well at your job means also contributing positively to our team and environment. This means being responsible for advocating for your needs and taking good care of yourself, as well. We emphasize constant growth and getting better and better at what we do each day/week – we'll ask the same of you.

Staffing Information:

- Most of our staff positions are Counsellor/Programmer positions. This means that for the majority of the summer, staff are assigned to a group of campers for the week. They will also spend about 1/3 of the summer assigned to a specific program area, designing and facilitating activities for all campers at camp.
- Our other staff positions are on our Support Staff team. These folks are our leadership team, responsible for supporting our staff and the smooth operations of camp. There are specific positions available on this team, each focusing on a specific area of camp operations. A full list of these positions is available [here](#).
- Counselling staff sleep in the same buildings as their campers, though there is a separate staff room in each of the cabins. Staff who are programming during that week or are a member of our Support Staff team will be provided with separate accommodations.
- Our days usually begin with a 7:00 am wakeup and end around 11:00 pm. With the exception of their designated hour off per day, staff members are expected to be on duty throughout this time.
- We require that staff be available for the full contract. Exceptions can be made for things like medical appointments, mandatory school commitments, etc. The contract runs **June 19th - September 1st**. (With earlier start dates for members of our Support Staff team).

- Our contracts begin with a two-week period of mandatory paid staff training, where staff will learn everything they need to know in order to provide the best possible camp experience for each of our campers.
- Staff members are provided with accommodations and (delicious!) food during camp sessions. Our kitchen can meet a wide range of dietary restrictions.
- We require all staff members to provide us with proof of a clear Criminal Record Check, as well as valid First Aid certification prior to the beginning of the contract.
- We also have opportunities to join us in our Outdoor Centre during the spring and fall seasons, for those who are interested and available. Let us know through the application and interview process if that interests you!
- **Salary:** Salary ranges are available on each of our job descriptions, which can be found [here](#)
 - We understand that our salary range may not be competitive with other potential summer opportunities you might pursue and that this could be a challenge. However, some helpful things to keep in mind:
 - Accommodations are provided for the full contract
 - Food is provided for the full contract
 - This is one of the most supportive, fun, and growth-oriented positions you will encounter!

Who We're Looking For:

We are looking for a team of people whose strengths and backgrounds are as diverse as our campers are. Camp experience is absolutely not required to be a great member of our team! We are keen to have people join us who are:

- Committed to consistent learning and growth.
- Team players, willing to help in all areas
- Passionate and motivated
- Energetic and silly
- Kind and compassionate
- Flexible and able to adapt quickly
- Able to stay calm in high-pressure situations.
- Able to work LONG and challenging days
- A minimum of 18 years old

This Job is HARD: During a summer with us, you will work harder than you've ever needed to before, you'll go to bed exhausted at the end of every day, you'll be pushed to do your job better and better every day, you'll clean up gross messes, get up in the middle of the night with an upset or sick child, and deal with situations you'd never even considered before, all while losing your voice because of all of the campfire songs you've been singing. Oh yeah, we also live in the woods with limited cell service/Wi-Fi and unlimited bugs.

AND: you will be surrounded by a positive, supportive community who will be racing to be the first one to help you when things get hard, you'll smile so hard your face hurts, and you will know without a doubt that you've made an impact during every day of your contract. We'll help you to develop strong leadership, communication, and problem-solving skills, and will make sure that you leave with the skills to work with a wide range of people. A summer at camp will make you more flexible, adaptable, and organized, helping to make you a very strong person, employee, student, or candidate, regardless of what opportunities you pursue moving forward.

Want some more information?

- Have a look at our website to learn more about our camps and these opportunities: <https://brigadoonvillage.org>
- Have a look at our job descriptions for each position [here](#)
- If a full summer of employment isn't the best fit for you, learn about other opportunities with us [here](#)
- Learn a bit more about our programming and what a day in the life at camp looks like [here](#)
- See what some of our previous staff had to say about their experience [here](#)
- Reach out and ask some questions! malcolm.elliott@brigadoonvillage.org