



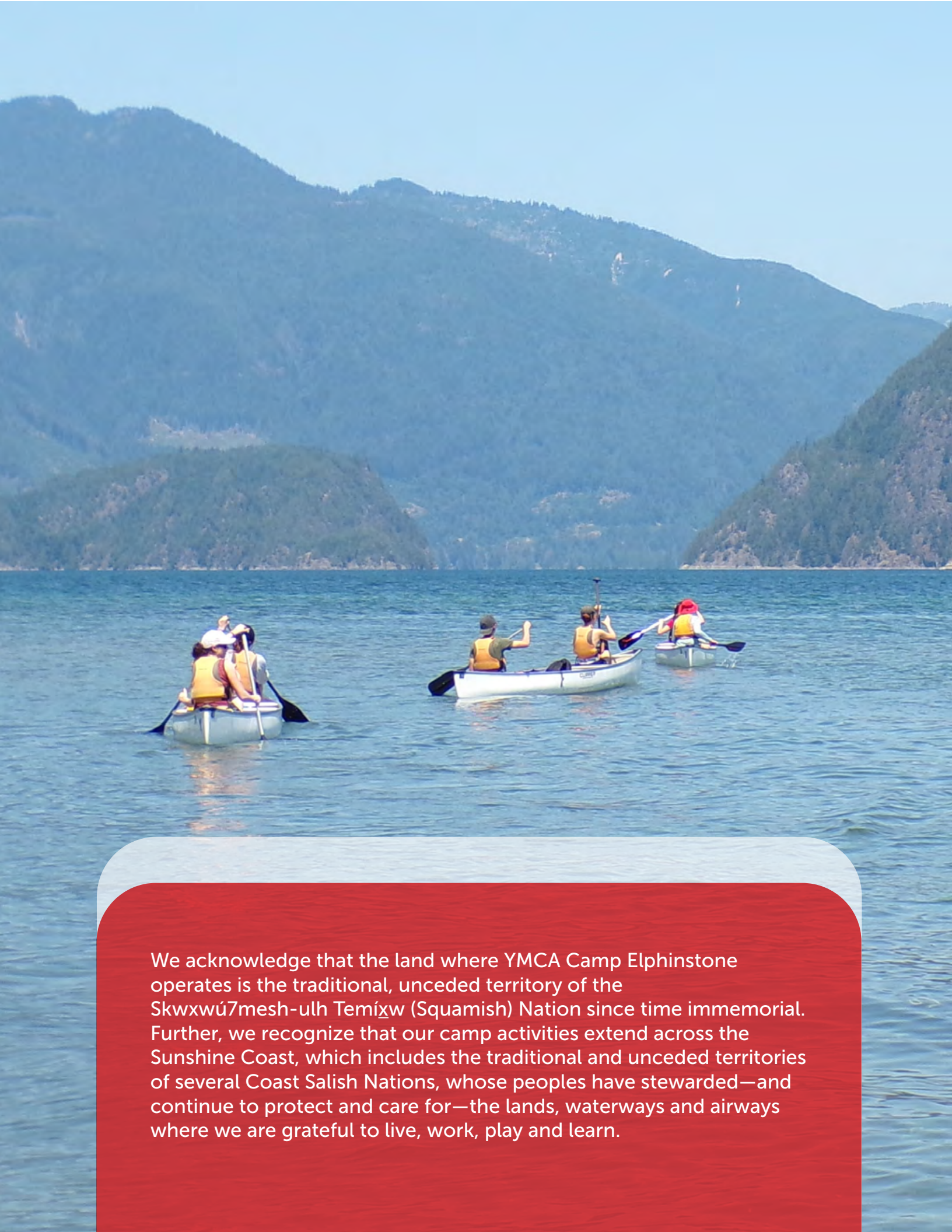
**YMCA
Camp Elphinstone**

**2025
Employment
Opportunities
Handbook**



Shine On





We are Camp Elphinstone

YMCA Camp Elphinstone is located on the Sunshine Coast near Gibsons, a 40-minute ferry ride from Horseshoe Bay in West Vancouver. Camp Elphinstone offers outstanding one-week, two-week, and three-week camping adventures for kids aged 5-17 years old, and outdoor education experiences for school groups and private rentals. We are committed to the growth and development of individual campers through the cabin group process and individual choice activities, waterfront and land-based activities, and out trips. Camp Elphinstone welcomes campers from the Lower Mainland, Canada, and around the world.

The YMCA Tradition Continues

This year, YMCA Camp Elphinstone moves into its 118th year of offering young people from the Lower Mainland and abroad rewarding camping experiences. As one of the largest providers of YMCA overnight, day, and international camping experiences in Canada, we serve approximately 2,400 children and youth each summer at YMCA Camp Elphinstone, and approximately 10,000 participants through our Outdoor Education program.

At YMCA Camp Elphinstone, we embrace a unique program focus while staying true to our purpose: igniting a sense of belonging and promoting equitable access to healthier outcomes for everyone in our communities. We are committed to advancing health equity, creating opportunities, and fostering potential, so that every individual can thrive.

Our Vision, Purpose & Values

At YMCA BC, we envision vibrant, healthy and inclusive communities for all.

We ignite belonging by enabling everyone in our communities to have equitable access to healthier outcomes.

In pursuit of this purpose, we will be inclusive, supportive, innovative and accountable.

In addition to YMCA Healthy Child Development principles and program standards, we are proud to work within the guidelines of the following organizations:

We acknowledge that the land where YMCA Camp Elphinstone operates is the traditional, unceded territory of the Skwxwú7mesh-ulh Temíxw (Squamish) Nation since time immemorial. Further, we recognize that our camp activities extend across the Sunshine Coast, which includes the traditional and unceded territories of several Coast Salish Nations, whose peoples have stewarded—and continue to protect and care for—the lands, waterways and airways where we are grateful to live, work, play and learn.



Are you a fit?

Successful Camp Elphinstone staff...

- Are self-motivated individuals with ambition to share a passion for camp and the outdoors while integrating and promoting healthy child and youth development.
- Demonstrate YMCA BC values, are highly skilled, flexible, and can commit to the full camp season.
- Are positive role models and leaders for all campers.
- Provide campers with opportunities to grow and develop as individuals.
- Approach each day with maturity, a high level of self-motivation, and an enthusiasm for working in a team.
- Are excited to work in an environment that is focused on helping children build connections and reach their potential.
- Comply with the Code of Conduct for a Respectful Environment.

Camp Elphinstone employs approximately 125 staff and volunteers during July and August, and a smaller core team of 20-50 in the spring and fall. Working and volunteering at camp can be very demanding: 24 hours a day, six days a week, living in close quarters with many other people.



Camp Elphinstone Workplace Essentials

Prior to completing and submitting your application for the camp job(s) you are interested in, please be sure that you are able to contribute to a work environment that operates based on the following Six Workplace Essentials:

- 1 Healthy Child Environments:** We build a healthy camp environment using YMCA models of Healthy Child and Positive Youth Development as our guide, healthy relationships and responsible behaviour, and create space for individual thought and reflection.
- 2 Safety:** Our top priority is the active, educated, and thorough supervision of campers and participants. We understand and instruct the YMCA's safety standards (using the YMCA's practices) and are mentors in guided discovery with campers and participants, both on- and off-site.
- 3 Professional Learning:** We have a clear goal of creating experiences for the YMCA, with whom we have signed a contract. We ask for and accept constructive feedback and implement the solutions that will improve the experience for fellow staff, campers, guests and participants. We accept with maturity and professionalism the responsibility for our actions.
- 4 Great Service:** We are dedicated to exceptional service, striving to deliver a five-star experience for campers, participants, and guests. Our programs are thoughtfully designed to foster a strong sense of belonging and inclusion.
- 5 Hard Work:** We wake up early and are in bed by staff curfew. We assist campers during the day and night. We know that during each day, some things will be unpredictable. Things don't always go our way, and we accept this. We ask for support, and we carry on with our good work. Each of us remains a positive leader through long days while demonstrating a caring attitude.
- 6 A Sense of Fun, Joy and Curiosity:** We have an optimistic perspective, and find it joyful and fun to care for children outdoors and do so as a member of a team. We create the kind of fun that is respected in the field of professional outdoor education.



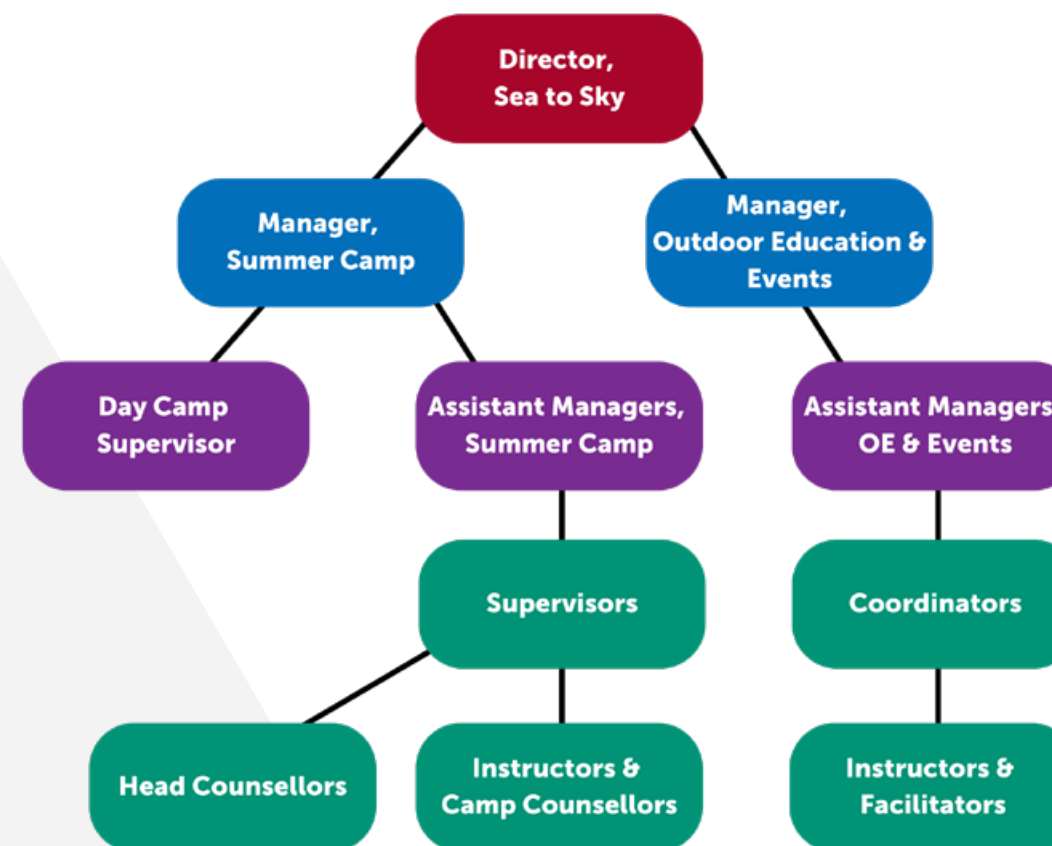
Benefits of working at YMCA Camp Elphinstone

Members of our staff team enjoy a number of great perks! These include:

- The opportunity to live, work and play on 144 acres of rainforest and oceanfront property.
- Casual dress.
- Engagement with a diverse group of international staff members and campers.
- Access to camp program facilities for personal use while not being used by campers. Take out a SUP on the ocean, climb our rock-climbing tower, visit our on-site downhill mountain biking course and take one of our bikes out for a ride.
- An opportunity for outdoor living and adventure skill development, such as camping and out-tripping, sea kayaking, canoeing, kayaking, sailing, mountain biking and climbing.
- Free YMCA gym membership to utilize when visiting the city.
- Only a 40-minute ferry ride from Vancouver—a great place to explore on days off with your peers.
- Access to the YMCA Employee Assistance Program.
- Flexible schedule to accommodate personal needs, such as virtual therapy appointments.
- Three meals each day and a variety of snacks provided by our kitchen team.



Camp Elphinstone Organizational Chart



YMCA Camp Elphinstone Compensation Structure

In order to ensure that our staff are being compensated in a fair and transparent fashion, we have updated the compensation structure. The general guidelines can be found in the table below. All seasonal outdoor education and summer camp positions fall under the category of a "live-in camp leader" and will be paid in accordance with s.16(2) of the BC Employment Standards Regulation.

Please note that certifications considered relevant to your role and the final salary offers are at the discretion of the camp management team. If a staff member wishes to use part of their employment as volunteer hours, they will not be paid for that time.

Position	Requirements	Daily Wage	Additional Certifications Eligible for Top-up (Daily Wage Increase)	
Counsellor Team				
Counsellor and OE Facilitator	SFA, CPR-C	\$138.93	NL (\$1), Class 4 Drivers License (\$2), ACCT Level 2 (\$2)	
Inclusion Counsellor			EA Experience (\$1), NL (\$1)	
Head Counsellor		\$140.93	NL Waterfront or Pool (\$1)	
Leadership Development & Out-Trip Team				
LD Counsellor	Age 19+, SFA, CPR-C	\$140.93	LSI (\$1), NL (\$1), NLI (\$1), Class 4 Drivers License (\$2)	
LD Head Counsellor	Age 19+, SFA, CPR-C	\$142.93	LSI (\$1), NL (\$1), NLI (\$1), Class 4 Drivers License (\$2)	
Out-Tripping Leader	Age 19+, AWFA, NL, SFA, CPR-C	\$141.93	WFR (\$1), Paddle Canada Instructor (\$1), Class 4 Drivers License (\$2)	
Head Out-Tripping Leader	Age 19+, AWFA, NL, SFA, CPR-C, BC Class 4 Drivers License (or equivalent)	\$144.93	WFR (\$1), Paddle Canada Instructor (\$1)	
Program Team				
Sailing Instructor	CanSail Instructor, NL, PCOC, SFA, CPR-C	\$140.93	CanSail Instructor (\$1)	
Paddling Instructor	Paddle Canada Instructor (or equivalent experience), NL, PCOC, SFA, CPR-C		Paddle Canada Instructor (\$1)	
Lifeguard	NL, PCOC, SFA, CPR-C	\$139.93	Paddle Canada Instructor (\$1), CanSail Instructor (\$1)	
Ropes Instructor	ACCT Level 1 (or equivalent experience), SFA, CPR-C	\$138.93	NL (\$1), ACCT Level 2 (\$2)	
Outdoor Living Skills Instructor	Subject Matter Expertise, SFA, CPR-C			PMBIA (\$1), ACCT Level 2 (\$2), NL (\$1)
Arts & Crafts Instructor				
Program Assistant				
Mountain Biking Instructor				
Wellness Assistant	2nd Year Nursing Student (or equivalent experience), SFA, CPR-C		Advanced First Aid (40+ hours) (\$1)	

Position	Requirements	Daily Wage	Additional Certifications Eligible for Top-up (Daily Wage Increase)
Supervisor Team			
Camper Supervisor & Outdoor Education Coordinator	SFA, CPR-C	\$158.93	Class 4 Drivers License (\$2), ACCT Level 2 (\$2), OFA Level 3 (\$1)
Day Camp Supervisor			
Waterfront Supervisor	NL Pool or Waterfront, PCOC, SFA, CPR-C	\$159.93	Paddle Canada Instructor (\$1), CanSail Instructor (\$1), LSI (\$1), OFA Level 3 (\$1)
Program Supervisor	SFA, CPR-C	\$158.93	ACCT Level 2 (\$2), OFA 3 (\$1)
Resource Supervisor			Class 4 Drivers License (\$2), ACCT Level 2 (\$2), OFA Level 3 (\$1)
Wellness Supervisor	OFA3 or EMR, BC Class 5 Drivers License (or equivalent), SFA, CPR-C	\$159.93	ASIST (\$1)

Certification Legend: *ACCT* - Association for Challenge Course Technology; *ASIST* - Applied Suicide Intervention Skills Training; *AWFA* - Advanced Wilderness First Aid; *EA* - Education Assistant; *EMR* - Emergency Medical Responder; *LSI* - Lifesaving Instructor; *NL* - National Lifeguard; *NLI* - National Lifeguard Instructor; *OFA* - Occupational First Aid; *PCOC* - Pleasure Craft Operator Card; *PMBIA* - Professional Mountain Bike Instructor Association; *SFA* - Standard First Aid; *WFR* - Wilderness First Responder.

If you are facing any financial challenges in obtaining a required certification for your position, please contact the camp recruitment team to discuss your situation and work together on finding a solution.

Camp Elphinstone Staff Training

All new and returning Camp Elphinstone employees are required to participate in a minimum week-long training program that serves as the foundation for ensuring that our employees are set up to provide an exceptional camp experience. Staff training takes place on-site at Camp Elphinstone. The staff training period is included in each staff member's contracts, staff are paid for the training period, and room and meals are provided.

Permission from the camp management team is required to miss any part of staff training. Priority will be given to candidates who can commit to the full training period. See below for training start dates.

Season: Job Category	First Day of Training
Spring: Outdoor Education Coordinators	March 17
Spring: Outdoor Education Facilitators & Program Staff 1st Wave	March 31
Spring: Outdoor Education Facilitators & Program Staff 2nd Wave	April 27
Summer: Out-trip Team	June 8
Summer: Supervisors	Day Camp: June 8 All Others: June 15
Summer: Leadership Development Team	June 15
Summer: Head Counsellors	June 18
Summer: Counsellors & Program Staff	June 22
Fall: All Positions	Sept. 1

Outdoor Education & Events Centre Opportunities (Spring & Fall)

The Outdoor Education and Events Centre at YMCA Camp Elphinstone operates primarily during the spring and fall seasons, from March to June and September to November. During these seasons, camp welcome numerous elementary and secondary school groups, providing students with a meaningful outdoor education experience.

Camp Elphinstone also hosts private retreats, conferences, and special events, including weddings.

The team is comprised of up to 50 dedicated staff members, divided into Coordinators, Facilitators, and Program Staff. Together, they ensure smooth operations and the delivery of engaging, safe, and memorable programs and five-star customer service for all participants and guests.

All our staff are committed to maintaining the highest standards of programming and service, creating exceptional experiences for everyone who visits.

Group Coordinator (multiple positions)

Spring Contract Dates: March 17 – June 20
Fall Contract Dates: Sept. 1 – Oct. 18 or Nov. 1

Base Wage: \$158.93/day plus food & accommodation

Group Coordinators support the delivery of exceptional programs and customer service for school groups. They facilitate groups, supervise staff, assist in scheduling, lead programs, and help maintain facilities, ensuring smooth operations and high-quality experiences for all participants.

Event Coordinator

Spring Contract Dates: March 17 – June 20
Fall Contract Dates: Sept. 1 – Oct. 18 or Nov. 1

Base Wage: \$158.93/day plus food & accommodation

The Event Coordinator is responsible for overseeing events—such as weddings, retreats, and conferences—ensuring guest-focused experiences and adherence to risk management standards. They supervise and schedule staff, support facility upkeep, and lead programs, delivering high-quality service and memorable events.

Facilitator (multiple positions)

Spring Contract Dates: March 31 or April 27 – June 20
Fall Contract Dates: Sept. 1 – Oct. 18 or Nov. 1

Base Wage: \$138.93/day plus food & accommodation

Facilitators are responsible for delivering safe, high-quality outdoor education programs for school groups, adult retreats, and weddings, providing excellent customer service. They support program delivery, assist with kitchen and facility maintenance, and ensure adherence to risk management policies.

Lifeguard (multiple positions)

Spring Contract Dates: March 31 – June 20
Fall Contract Dates: Sept. 1 – Oct. 18 or Nov. 1

Base Wage: \$139.93/day plus food & accommodation

Lifeguards ensure safety and deliver high-quality programming at the waterfront for school and guest groups. They serve as role models, enforce safety standards, and lead participant-centered activities, while also assisting in other program areas and contributing to a smooth operation overall.

Ropes Instructor (multiple positions)

Spring Contract Dates: March 31 – June 20
Fall Contract Dates: Sept. 1 – Oct. 18 or Nov. 1

Base Wage: \$138.93/day plus food & accommodation

Instructors ensure the safe operation and supervision of the rock wall, high ropes, and low ropes courses, maintaining equipment and adhering to safety standards. They deliver participant-centered, experiential programming and collaborate other staff across camp activities. They also assist in facility upkeep and contribute to other program areas as needed.



Summer Camp Opportunities

YMCA Camp Elphinstone offers a wide range of exciting summer camp programs, including 1- and 2-week overnight camps, Out-Tripping, Leadership Development, Day Camp, and Family Camp. Campers can enjoy all the classic camp activities such as high ropes, low ropes, sailing, canoeing, outdoor living skills, and much more!

Our camp can accommodate up to 472 campers and 140 staff/volunteers. Every member of our summer team is passionate about the outdoors and dedicated to sharing that enthusiasm with our campers. Our staff are self-motivated individuals who are committed to providing an unforgettable, five-star experience for both campers and their families in a supportive and fun outdoor setting.

Counsellor Team:

Head Counsellor (multiple positions)

Contract Dates: June 18 – Aug. 23 OR Aug. 30

Base Wage: \$140.93/day plus food & accommodation

Head Counsellors support and mentor the counsellor team, serve as a first point of contact for guidance, and alternate weekly between leadership and cabin counsellor roles. They work closely with Camper Supervisors to ensure a positive camp experience, demonstrating professionalism and strong skills in outdoor activities and camper development.

Camp Counsellor (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$138.93/day plus food & accommodation

Camp Counsellors provide care, supervision, and programming for groups of up to 10 campers, ages 5-15. They plan activities, promote group development, and foster personal growth while ensuring safety and fun in a supportive outdoor environment.



Inclusion Counsellor (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$138.93/day plus food & accommodation

Inclusion Counsellors provide one-on-one support to campers with diverse abilities, assisting with challenges and ensuring safety. They collaborate with cabin counselors to support all campers and serve as regular counsellors when one-on-one support is not required.

Volunteer Camp Counsellor (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: N/A (Food & accommodation provided)

Individuals aged 17 (not turning 18 in 2025) to join our team as Camp Counselors. Volunteer Camp Counsellors provide care, supervision, and engaging programming for campers ages 5-15, fostering personal growth and group development while ensuring a safe and fun outdoor experience.





Program Team:

Lifeguard (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$139.93/day plus food & accommodation

Lifeguards ensure the safety of campers and staff during waterfront activities, uphold safety standards, and promote a positive experience by modeling, teaching, and enforcing waterfront rules.

Sailing Instructor (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$140.93/day plus food & accommodation

Sailing Instructors design and lead safe, engaging sailing programs, ensuring they meet BCCA, Lifesaving, and YMCA standards. They collaborate with the waterfront team to provide exceptional camper-focused sailing experiences.

Paddling Instructor (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$140.93/day plus food & accommodation

Paddling Instructors lead safe, engaging programs in kayaking, canoeing, voyageur canoeing, and paddleboarding, ensuring activities meet BCCA, Lifesaving, and YMCA standards. They uphold risk management practices, collaborate with the waterfront team, and serve as positive role models.

Ropes Instructor (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$138.93/day plus food & accommodation

Ropes Instructors lead the challenge course program, ensuring equipment safety, risk management, and camper-focused experiences at high ropes, rock wall, and low ropes courses. They uphold BCCA, ACCT, and YMCA standards and policies.



Outdoor Living Skills Instructor

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$138.93/day plus food & accommodation

The Outdoor Living Skills Instructor teaches wilderness skills like knot tying, shelter building, fire building, and orienteering through hands-on, engaging lessons. They facilitate a progressive curriculum to build campers' confidence, abilities, and appreciation for the outdoors.

Arts & Crafts Instructor

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$138.93/day plus food & accommodation

The Arts & Crafts Instructor designs and leads a creative program that uses diverse mediums inspired by the natural beauty of Camp Elphinstone. They provide a welcoming space for campers to explore self-expression, experiment with new techniques, and foster an appreciation for nature through art.

Mountain Biking Instructor

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$138.93/day plus food & accommodation

The Mountain Biking Instructor teaches beginner-friendly mountain biking lessons, focusing on foundational skills and safety. They maintain the bike fleet, ensure equipment readiness, and assist with trail development, involving campers in trail care to foster responsibility and respect for nature.



Program Assistant (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$138.93/day plus food & accommodation

The Program Assistants support camp programming by planning and leading activities like creative events, campfires, and theme days. They engage campers in large-group facilitation, dynamic performances, and assist with activity facilitation to ensure smooth operations, contributing to a lively, inclusive camp experience.

Wellness Assistant (multiple positions)

Contract Dates: June 22 – Aug. 23 OR Aug. 30

Base Wage: \$138.93/day plus food & accommodation

The Wellness Assistants support the Wellness Supervisor in maintaining a healthy, safe camp environment. They assist with daily medication administration, provide first aid, and help maintain camper information systems, ensuring physical, social, and emotional well-being for both campers and staff.





Leadership Development Team:

Leadership Development 1 Counsellor (multiple positions)

Contract Dates: June 15 – Aug. 23 OR Aug. 30

Base Wage: \$140.93/day plus food & accommodation

LD1 Counsellors lead the LD1 program for campers aged 15-16 years old, focusing on camp skills, leadership, and group development. They deliver hands-on instruction, including an offsite paddling or backpacking trip, and support the growth of youth leaders. Previous camp experience and strong facilitation skills are essential.

Leadership Development 2 Counsellor (multiple positions)

Contract Dates: June 15 – Aug. 23 OR Aug. 30

Base Wage: \$140.93/day plus food & accommodation

LD2 Counsellors lead the LD2 program for campers aged 16-17 years old, focusing on leadership skills, group dynamics, and teaching techniques. They facilitate an offsite paddling or backpacking trip and help campers develop their own leadership styles. Previous camp experience, strong teaching, and group facilitation skills are essential.

Head Leadership Development Counsellor

Contract Dates: June 15 – Aug. 23 OR Aug. 30

Base Wage: \$142.93/day plus food & accommodation

The LD Head Counsellor supports the training and mentorship of the Leadership Development Counsellor team, serving as their main point of contact for questions and support. They assist with outdoor skills training, including backpacking and canoe trips, and ensure a growth-focused leadership program. The LD Head Counsellor collaborates with the Out-tripping team, prepares multi-day trips, and steps in to lead groups when needed.

Out-Tripping Team:

Out-Tripping Leader (multiple positions)

Contract Dates: June 8 – Aug. 23 OR Aug. 30

Base Wage: \$141.93/day plus food & accommodation

Out-trippers lead camper-centred backpacking and canoeing trips, ensuring safety and adherence to BCCA and YMCA standards. They manage equipment, involve campers in trip preparation, and guide excursions on various trails and waterways. The role emphasizes Leave No Trace principles, environmental stewardship, and the well-being of campers and staff, providing an engaging and memorable outdoor experience.

Head Out-Tripping Leader

Contract Dates: June 8 – Aug. 23 OR Aug. 30

Base Wage: \$144.93/day plus food & accommodation

The Head Out-trip Leader oversees the planning, preparation, and execution of all out-trips, ensuring compliance with BCCA standards and YMCA policies. They manage equipment, mentor staff, and provide guidance on outdoor skills and risk management. The role involves leading one- to nine-day backpacking and canoeing trips, training out-tripping staff, and supporting the overall outdoor program, including Leadership Development trips and on-site experiences. The Head Out-trip Leader also offers expertise in outdoor living skills to enhance the camp's outdoor programming.



Supervisor Team:

Camper Section Supervisor (multiple positions)

Contract Dates: June 15 – Aug. 30

Base Wage: \$158.93/day plus food & accommodation

Camper Section Supervisors oversee a specific group of campers, ensuring their safety and well-being while supporting counsellors. They manage section-wide programs, schedules, and activities, mentor staff, evaluate performance, and provide guidance on camper care and program quality. Additionally, they communicate with families and help counsellors navigate challenges to enhance the camp experience.

Day Camp Supervisor

Contract Dates: June 8 – Aug. 30

Base Wage: \$158.93/day plus food & accommodation

The Day Camp Supervisor plans, organizes, and delivers the Day Camp program for up to 60 campers (ages 5-12). They oversee camper care, counsellor development, and program scheduling, ensuring safety and well-being. The Supervisor provides guidance to counsellors, evaluates performance, and supports day-to-day camper situations, requiring extensive previous camp experience.

Waterfront Supervisor

Contract Dates: June 15 – Aug. 30

Base Wage: \$159.93/day plus food & accommodation

The Waterfront Supervisor oversees all water-based activities, including swimming, canoeing, kayaking, paddleboarding, and sailing, ensuring they meet high-risk management standards and BCCA, Lifesaving, and YMCA guidelines. They supervise and support program staff, ensure familiarity with emergency procedures, and maintain a safe and effective waterfront. Extensive camp, lifeguarding, and ocean waterfront experience is required.

Program Supervisor

Contract Dates: June 15 – Aug. 30

Base Wage: \$158.93/day plus food & accommodation

The Program Supervisor organizes and creates schedules for all summer camp sessions, overseeing land-based programs. They plan and execute creative activities, theme days and special events, supervise staff, maintain program equipment, and ensure programs are safe, fun, and camper-focused. Previous camp and scheduling experience is required.



Resource Supervisor

Contract Dates: June 15 – Aug. 30

Base Wage: \$158.93/day plus food & accommodation

The Resource Supervisor manages transportation logistics, including ferry/bus coordination, vehicle maintenance, and documentation. They also oversee Tuck Shop operations. Additionally, they assist with administrative tasks, such as camper lists and lost-and-found management, and supervise the Inclusion program, ensuring one-on-one support for campers with diverse abilities. This role requires strong organizational skills and attention to detail.

Wellness Supervisor

Contract Dates: June 15 – Aug. 30

Base Wage: \$159.93/day plus food & accommodation

The Wellness Supervisor ensures a healthy and safe camp environment for campers and staff, supporting physical, social, and emotional well-being. They maintain camper information systems, oversee record-keeping, and manage communication with parents. The Wellness Supervisor also ensures wellness logs are collected and shared with the Assistant Camp Manager.

Staff Accommodations



Forest Cabin: Exterior & Interior



Hemlock Cabin: Exterior & Interior



Dining Hall

Living While Working at Camp: Things to Consider

Living and working at YMCA Camp Elphinstone is a unique and rewarding experience, but it's not for everyone. It's all about embracing community living, adapting to nature, and being a team player. Here are a few important things to know about living and working at camp:

- On-site accommodation is provided for all staff throughout their contracts. Living arrangements are communal, with cabins housing up to 12 colleagues. In some cases, you may share a bunk bed with a teammate. Note that counsellors and campers often share the same living space, with no separate living or sleeping areas for counsellors. Private sleeping areas are not available.
- Cabins are heated and have power, offering a cozy living environment, though staff will need to bring their own bedding. Mattresses are provided.
- Wi-Fi and phone service are available but limited in the cabins. This encourages staff to take a break from technology and enjoy the surrounding natural beauty.
- Communal showers and washrooms are located within a 2-5 minute walk from the cabins.
- There are no dedicated storage spaces or lockers for personal belongings. Staff are encouraged to pack minimally and efficiently. YMCA Camp Elphinstone is not responsible for lost or stolen property. Staff may bring and use locks for suitcases and bags.
- Meals and snacks are provided in the dining hall during operating hours. Staff can also sign up for meals during their time off. To maintain cleanliness and avoid attracting wildlife, food and snacks are not permitted in cabins or outside the dining hall.
- Laundry services are available on-site, but usage requires signing up, especially during busy seasons when wait times can average 40 to 50 minutes. Signing up early is recommended. Alternatively, a laundromat is located in town, just a 10-minute drive away.
- Public transportation is accessible via a bus stop about a 15-minute walk from camp.

If all of the above sounds like your vibe, we can't wait to welcome you to the camp family!



APPLY NOW!

For more detailed job descriptions and to apply, please visit:

gv.ymca.ca/overnight-camp-outdoor-ed-opportunities.

All applicants (both new and returning staff) must submit the following documents in their application:

- Personal Contact Information
- Cover Letter
- Resume
- Three (3) References

Note: Offers and interviews are conditional on anticipated certifications. Please provide a list of current certifications and dates of anticipated achievement of certifications on your application.

If interested in multiple positions, please only apply for your first choice and make note in your application for other positions you are interested in.

YMCA BC is committed to creating an inclusive, accessible environment where all members of our community feel valued, respected, and supported. We encourage applications from the diverse communities in which we live and serve, including but not limited to visible people of colour, Indigenous people, persons with disabilities, and persons of any sexual orientation or gender identity. We have established policies, procedures, and practices to meet accessibility standards throughout the hiring process. Should you require any accommodation throughout the recruitment process, please do not hesitate to contact our Human Resources department.

Positions will remain posted until filled.

Questions regarding the application process can be directed to:

camprecruitment@bc.ymca.ca

We thank you for your application; however, only candidates selected for interview will be contacted.

In the spirit of leadership, personal development, and professionalism during and after this hiring process, YMCA Camp Elphinstone will only communicate directly with applicants. Parents and guardians are encouraged to empower their young applicants to contact Camp Elphinstone directly should they have any questions or concerns.

