

Position: Wilderness Trip Facilitator/Counsellor

Position Overview: Wilderness Trip Facilitators are responsible for facilitating 3-day canoe out-trips (Rainbow Quest), supervising and engaging with campers, ensuring their safety, facilitating activities, and promoting a positive and inclusive camp atmosphere.

Reporting and Relationships: Wilderness Trip Facilitators will work closely with other counselors and program facilitators. They report to the Head Counselor and Wilderness Trip Lead.

Expected Pay and Benefits:

- Weekly Pay: \$525 - 590 (*depending on certifications*)
- Season End Performance Bonus¹: \$1200
- Room and board included (valued at \$69.40/week)
- Travel support to camp at the beginning and end of camp
- General breaks schedule will include 24 hours off each week (typically Saturdays) as well as one activity block period off daily.

Anticipated Start: June 23, 2025 **Anticipated End:** Aug 22, 2025

- Staff Training: June 23rd - July 4th
- Camp: July 6th - Aug 15th
- Camp closing: Aug 17th - 22nd

Key Responsibilities (include but not limited to the following):

- **Camper Experience:** Create a welcoming and inclusive environment that ensures every camper has a memorable and enjoyable camp experience.
- **Out-trip Co-Leadership:** Co-lead a 3-day wilderness canoe trip off-site, ensuring the safety, engagement, and well-being of all participants throughout the journey.
- **Policy Adherence:** Familiarize yourself with and follow all camp Policies and Procedures, promoting a safe and organized camp environment.
- **Safety and Risk Management:** Uphold the highest safety standards during both on-site and off-site activities, including adherence to wilderness safety protocols and camp emergency procedures.
- **Preparation and Planning:** Assist in planning and preparing for the out-trip, including route mapping, equipment checks, and ensuring that all necessary supplies are packed and ready.
- **Team Collaboration:** Work closely with fellow out-trip facilitators, counselors, and leadership staff to coordinate the out-trip logistics and camp-based activities.
- **Counseling and Camper Support:** Be available to support campers emotionally, help manage homesickness, and foster group cohesion, providing guidance and encouragement.
- **Skill Instruction:** Teach and model outdoor skills such as paddling techniques, fire building, tent construction, and navigation.
- **Documentation:** Keep a record of any incidents, supply usage, or out-trip-related concerns and report them to the Program Director or other designated leaders.

Expectations:

- **Communication:** Maintain clear and open communication with leadership, co-facilitators, and campers, including reporting any issues or concerns promptly.
- **Time Management:** Use strong time management skills to adhere to schedules, ensure timely departures, and keep activities on track.
- **Camper Interaction:** Build meaningful relationships with campers, creating a welcoming and inclusive atmosphere that encourages participation and exploration.
- **Preparation and Readiness:** Ensure that campers are well-informed and equipped for the out-trip, conducting pre-trip briefings and gear checks.
- **Adaptability:** Be flexible in adapting plans based on weather, group dynamics, or unforeseen circumstances, always prioritizing camper safety and positive experiences.
- **Environmental Stewardship:** Promote and practice Leave No Trace principles, teaching campers the importance of respecting and preserving the natural environment.

Qualifications:

- **18+ years old.**
- **Enrolled as a student.**
- **Risk Assessment:** A Police Check with Vulnerable Sector Screening is required for this position.
- **Experience:** Prior experience in outdoor leadership, camping, and facilitating wilderness trips is preferred. Experience working with youth in a camp or educational setting is required.
- **Certifications:** Current lifeguarding certification, first aid/CPR, and/or wilderness first responder certification are highly preferred.
- **Skills:** Strong leadership, communication, and problem-solving skills, with the ability to motivate and engage campers.
- **Team Player:** Ability to work effectively as part of a team while also taking initiative when needed.
- **Physical Requirements:** Ability to handle the physical demands of a multi-day canoe trip, including paddling, portaging, and other outdoor tasks. Also the ability to handle exposure to various weather conditions and terrain.
- **Enthusiasm:** A passion for outdoor adventure, teamwork, and providing campers with an unforgettable wilderness experience.

About Rainbow Camp:

Rainbow Camp provides a safe, empowering, and fun place, in nature, where 2SLGBTQ+ and allied youth can explore their gender identities, freely express themselves, and form new friendships in a supportive and caring environment.

Our Core Values:

- **Inclusivity:** Make every camper feel welcomed, seen, and validated, respectful of their gender identity or sexual orientation. We strive to create an environment where campers feel secure and supported to be themselves. (Our staff complement are role models of this value.)

- **Diversity:** We respect and celebrate the full spectrum of identities within the 2SLGBTQ+ community and allies as they emerge and evolve.
- **Joy:** We believe that summer camp should be a fun and memorable experience for all. We provide activities and opportunities for campers to explore their interests and build new skills.
- **Self Expression:** We encourage self-discovery and growth of authentic selves, and the confidence and tools to express themselves, at camp and once they return home.
- **Community:** We cultivate an accepting, supportive community where campers can find acceptance and form new and lifelong friendships. Supporting campers by giving them the tools to be more engaged in their home communities.
- **Inspiration:** We aim to inspire campers to be confident in who they are, and speak up for themselves in their families and communities. We also want to inspire our campers to make positive change in the world around them when they are ready to.
- **Education:** Providing educational programming with measurable learning objectives, that foster understanding and acceptance of the 2SLGBTQ+ community is core to our purpose. We believe that the educational approach is key to breaking down barriers and creating a more inclusive society.

To Apply: No cover letter or resume necessary; Apply online at rainbowcamp.campbrainstaff.com

¹: Performance bonus is entirely at the discretion of WFA. Factors in the evaluation include but are not limited to completing the season, work performance, and helping with all tasks related to preparing the camp for closure at the end