



# Camp Kawartha

Outdoor Education Centre • Environment Centre • Summer Camp •  
Facility Rentals

Main Office: 1010 Birchview Road, Douro-Dummer, ON K0L 2H0

Phone: 705-652-3860 Fax: 705-652-1500

Email: [info@campkawartha.ca](mailto:info@campkawartha.ca) Website: [www.campkawartha.ca](http://www.campkawartha.ca)

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November 23, 2016

Dear LITs/WLITs of 2016,

The hiring season for Summer Camp 2016 has finally begun! Enclosed is the 2017 Summer Application form to be filled out and returned by **Friday January 6, 2017**.. You may also return the application after this date, but priority will most likely be given to applicants who send in their applications on time.

Please note that to work at camp and make yourself as competitive as possible, you are expected to comply with the dates of employment from **Sun. June 25-Fri. Aug 25**. Pre-camp starts this upcoming summer on Sunday June 25<sup>th</sup> and staff are expected to commit to attending ALL days of pre-camp. We accommodate younger staff as high school exams and graduation may conflict with pre-camp dates, but please remember that full pre-camp training is essential to running a successful summer. Any 1<sup>st</sup> staff applying must minimize time away from camp.

Due to the high percentage of returning staff each year, coupled with incoming staff from last year's leadership programs, it is anticipated that the field of applicants in 2017 will be competitive. **A summer job cannot be guaranteed based on being a LIT/WLIT last summer.**

You make your application more competitive through:

- **Possession of the following certification (valid until at least September 2017): Standard First Aid and CPR Level C** (If you did Standard First Aid in CSD, it will expire prior to the end of summer 2017 so you'll be expected to re-certify to work at camp.)
- **NLS – this qualification will increase your chances of being hired especially if received by the time of the application deadline - followed by Bronze Cross and Bronze Medallion**
- **Pleasure Craft Operator Card (Boater's License)**
- **Off-camp training and experience in improving skills in lifeguarding, programming, child related activities, outdoor and leadership activities, and skills relevant to camp ('exposure' period skills).**

In addition, we are looking for applicants who:

- **Enjoy working with children**
- **Have the ability to create and lead evening programs and theme days**
- **Take pride in their work**
- **Enjoy working as part of a team and have respect for those around them**
- **Have respect for the environment**
- **Have respect for camp spirit and rules**



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Applicants should include copies of qualifications (especially swimming and boating) and a resume. E-mail these documents directly to [adam@campkawartha.ca](mailto:adam@campkawartha.ca). These should be sent as pdf files only. If this is a problem, please e-mail me directly to explain.

A note to scheduling for the 2017 summer camp season: Sessions B and D, PLC, Intermediates, Sr. Trips and Session D2 have been extended by a day this summer. They will all end on a Saturday as a result. A new day-off schedule will be put into effect to accommodate the new schedule.

On a final note, we were privileged with three outstanding LIT groups last summer, and I want to commend you all for an excellent job during Session N. I understand that each of you have dedicated a part of yourselves to Camp Kawartha over the years. The LIT summer is the culmination of an exciting camping career, and I know each of you will continue to have an impact on children for years to come. In addition, I look forward to seeing you at LIT reunion.

Your application can be completed on-line based on the instructions in the e-mail accompanying this attachment. Finally, if you have questions regarding this package and the hiring process, feel free to email me at [adam@campkawartha.ca](mailto:adam@campkawartha.ca).

I look forward to receiving your applications.

Below are some FAQ to help you through the process.

Yours sincerely,

Adam Strasberg (Wham)  
Summer Camp Director

Here are common Questions and Answers to help you with the application process:

**1. If I apply, will I get an interview?**

I can guarantee that as a LIT/WLIT of 2016 you have earned the right to an interview if you send in an application on time.

**2. Do I need NLS by the time of the interview (approx. late January)?**

With all things being equal, I try to hire staff with NLS. Having NLS by your interview date shows foresight and a commitment to being hired. Having your Bronze Cross and intending to sign-up for an



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NLS course prior to the summer is the next best situation. Having Bronze Medallion and intending to sign up for Bronze Cross and NLS is next best, and so on.

If you are not a "swimmer," and feel that the strength of your application can stand without NLS, go for it! I have hired some great staff without NLS, but with all things being equal, I will hire the NLS applicant over the non-NLS applicant.

### **3. What else will make me competitive?**

Having your boaters license and the minimum of bronze medallion to drive or learn to drive the crash boat is helpful as I need to hire individuals who can fulfill this duty. Any focus on extra-curricular activities especially those that will enhance your skills as a counselor, being a lifeguard, or running an activity or program will also make you more competitive. Building your skills as a counselor by working with children during the school year shows a commitment to being hired.

### **4. What advice would you offer?**

Interviews will take place in late January or early February. Make sure that you are prepared. I will forward you the interview questions in advance to help you prepare once I receive your application. The questions are open-ended which means we're not looking for simple 'yes' and 'no' answers. An interview can make or break whether someone is hired. An interview lets us know that your judgment can be trusted as a staff member in looking after and ensuring the safety of your campers.

I'm looking for the best staff to run a safe, fun and successful summer. You know who your favourite staff were growing up and why. These are the attributes I'm looking for. Camp is a business in the sense that I need to provide the highest quality of product as possible and this starts and ends with the caliber of our staff. This is what I'm looking for when I hire so you need to be prepared to "sell," yourself.

Fortunately for the camp, but less fortunate to those applying, we have a very competitive group of LITs/WLITs to draw from. Not being hired should not take anything away from your self-worth especially if you know you have tried your hardest. Not being hired is nothing PERSONAL and you are always encouraged to apply to other camps. Choosing 1<sup>st</sup> year staff is the most difficult part of my job as it includes turning away passionate and dedicated applicants. You all deserve the opportunity to be staff at Camp Kawartha. The reality is that everyone cannot to be hired simply due to space and budget.

...and get your NLS!

### **5. Advice on checking off the box that I'd be interested in working on kitchen staff?**

If working at camp is your ultimate goal and you can commit a role on kitchen staff, I would advise you to check it off. Checking it off does not make you any less competitive for a counseling position, but it makes you eligible for a kitchen staff position if you are not offered a counseling position.

As I wrote above, Camp is a business in the sense that I need to provide the highest quality of product as possible and this starts and ends with the caliber of our staff, and this includes all staff whether they are



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cabin counselors, day camp counselors or kitchen staff. There are great staff, including Senior Staff, that began their staff careers as kitchen staff.

## **Is there any difference having completed LIT or WLIT?**

NOT AT ALL. All LIT programs are equal in the sense of having completed a Leadership-In-Training program. There is no quota on how many we hire from each program. The hiring process is based on your performance during your LIT/WLIT summer, the application, and the interview.

## **Do I need a social insurance number to work at camp?**

Yes. You need a Social insurance number for any type of employment. You should have one and if you don't, go get one immediately. If you have one, it should be one of those numbers you memorize as there will be many times you'll need to provide it throughout your working career.

## **Do I need to submit a police check with my application?**

No. A police check is only required once a staff has been hired.

## **More questions and answers from past applicants:**

1. The first is about references, they weren't mentioned in the application package, so does that mean that they aren't necessary? If they are, how many should we include?

**ANSWER: References may be included, but aren't necessary. Your greatest references are me and your leadership directors.**

2. What is the expected length of the application? It states to complete the questions on one page, but if we make it longer is that okay?

**ANSWER: Answer the questions thoroughly. It that means longer than a page, go for it. It's quality over quantity. This means too short or too long of a response can either fail to give enough information or water down the quality with too much. Do what you need to effectively answer the question and keep my attention.**

3. I am planning to do my boating license as soon as I can. Should I indicate this on my application, and if I do, will it still give me a competitive edge in the hiring process?

**ANSWER: YES! If you have every intention of doing it, state this in your application in the appropriate box ("additional qualifications"). Having it already gives you the best competitive edge, intending to get it and indicating this is second best.**



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*Feel free to e-mail me more questions during the application process. I will hold a session during LIT reunion to discuss the interview process.*