



Camp Kawartha

Outdoor Education Centre ○ Environment Centre ○ Summer Camp

Main Office: 1010 Birchview Road, Douro-Dummer, ON

Phone: 705-652-3860 Website: www.campkawartha.ca

Cabin Counsellor (Overnight)

Reports To: Summer Camp Director, Assistant Summer Camp Director, Head Counsellors

Job Type & Contract Length: Full time, Seasonal, 9 weeks

(Sunday, June 21, 2026 – Saturday, August 22, 2026)

Starting Salary: \$1200 (room and board included)

Starting Salary with NL: \$1400 (room and board included)

Position Summary: Cabin Counsellors are caring, hands-on leaders who model a deep sense of kinship with the land and who help create a camp community rooted in belonging, respect, and stewardship. Living on site throughout the summer, they are the primary caregivers and role models for their campers, making sure everyone is safe, supported, and supervised through daily routines and activities. More than an activity leader, Cabin Counsellors are champions of Camp Kawartha’s mission and use everyday moments to build curiosity, and a sense of responsibility, encouraging campers to look after themselves, each other, and the Earth.

Key Responsibilities:

- Provides primary care and supervision for a cabin of campers as a Lead or Assistant Counsellor (as assigned), ensuring campers are safe, supported, and always accounted for.
- Creates and maintains a positive, inclusive cabin culture by setting clear expectations, modelling respectful behaviour, guiding campers through daily routines, and supporting healthy peer interactions and conflict resolution in line with the Camper Code of Conduct.
- Builds strong, trusting relationships with campers by checking in regularly and monitoring their physical, emotional, and social wellbeing, including hygiene and rest. Responds to needs early and follows camp procedures to communicate concerns and access additional support when required.
- Actively role models Camp Kawartha’s mission by encouraging curiosity about nature, practicing environmental stewardship in daily routines, and helping campers understand their role as caretakers of the land and community.
- Leads or actively supports scheduled programs such as Exposure Periods, Interest Choices, Evening Programs, and Theme Days, delivering age-appropriate activities that are safe, engaging, and skill-building.



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- Maintains a clean, organized cabin by teaching and supervising cabin care routines, rest-hour tidying, and respect for shared spaces, personal belongings, and camp facilities.
- Works collaboratively as part of the camp team, sharing responsibilities with co-counsellors and other staff, and stepping in to support other camp areas as reasonably assigned. Approaches changing needs with flexibility and professionalism, with a consistent focus on camper wellbeing and the smooth running of camp.
- Adheres to all Camp Kawartha policies and procedures as outlined in the 2026 Policy Manual.
- Assists with other camp duties or program areas as assigned, based on camp needs and individual strengths.

Job Requirements:

- Standard First Aid with CPR-C (required)
- Clear Police Record Check / Vulnerable Sector Check (required for ages 18+)
- National Lifeguard (NL) (asset; priority given in hiring)
- Experience and/or strong interest in working with children and youth
- Strong communication skills and the ability to work well in a team environment
- Genuine love of the outdoors, with a desire to inspire curiosity and respect for nature in children.
- Enthusiasm, reliability, and a positive attitude, with a genuine love of learning
- Demonstrates kindness, empathy, patience and respect in working with campers and colleagues
- Ability to meet the physical, emotional, and scheduling demands of working in an overnight camp environment

Equity, Inclusion and Accessibility

Camp Kawartha is committed to fostering a safe, welcoming, and inclusive community for all. We support applicants and staff with disabilities throughout the recruitment and employment process and, upon request, will work with individuals to identify reasonable accommodations that maintain camper safety and program quality. Camp Kawartha is an equal opportunity employer and values the diversity of our community, including differences in race, colour, religion, national or ethnic origin, gender, sexual orientation, and gender identity. We welcome and encourage applications from candidates with diverse backgrounds, identities, and lived experiences who share our commitment to inclusion and stewardship.