



# 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](http://www.campkawartha.ca)

## Pre-Leadership Camp Director

**Reports To:** Summer Camp Director, Assistant Summer Camp Director

**Job Type & Contract Length:** Full time, Seasonal -10 weeks

(Sunday, June 14, 2026 – Saturday, August 22, 2026)

**Starting Rate:** \$5000 (room and board included)

**Position Summary:** The Pre-Leadership Camper (PLC) Director is a leadership role responsible for the overall vision, quality, and success of the PLC program. This role designs and delivers a safe, growth-focused program that encourages campers to step outside their comfort zones, build teamwork skills, and begin their leadership journey. Working closely with PLC Coordinators and Senior Leadership, the PLC Director provides guidance and support to staff by setting clear expectations, coaching facilitation skills, and ensuring day-to-day programming aligns with the program's overall goals. The PLC Director monitors camper wellbeing and group dynamics, stepping in as needed to support safety, inclusion, and learning. In alignment with Camp Kawartha's mission, this role helps develop emerging leaders who value land stewardship and care for camp's outdoor spaces.

### Key Responsibilities:

- Works closely with the PLC team (Coordinators and Counsellors) to design the full three-week PLC program schedule before campers arrive, ensuring clear roles, strong structure with flexibility, and growth-focused programming that weaves in environmental learning and aligns with Camp Kawartha's mission and values.
- Supports and supervises PLC Coordinators and Counsellors, building positive, professional working relationships and providing guidance, feedback, and problem-solving support. Provides ongoing coaching and completes two staff evaluations (mid-session and end-of-session) with written and verbal feedback.
- Ensures the safe and consistent delivery of PLC programming by being present in the program, supporting Coordinators with facilitation, leading initiatives and debriefs, and providing steady guidance throughout the summer.
- Approaches the role with a camper-first mindset, building trusting relationships with campers, modelling positive behaviour, and creating a safe, supportive environment where curiosity, questions, and leadership growth are encouraged.



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- Monitors camper wellbeing and group dynamics within PLC, supporting Coordinators to ensure campers' basic needs are met (including rest, nutrition, and sun safety), addressing interpersonal challenges as they arise, and coordinating with the Healthcare Team and Senior Leadership to escalate significant concerns as needed. Serves as a primary point of contact for the PLC program, including communication with parents/guardians when appropriate.
- Integrates environmental education into the PLC program, working with the Environmental Director to plan activities that build curiosity, confidence, and connection to camp spaces, including the range.
- Coordinates and participates in PLC wilderness canoe trips, preparing campers and working closely with the Tripping Director and tripping staff to ensure safe, educational, and positive experiences.
- Coordinates days off and coverage with the Operations Director for themselves and the PLC team, ensuring program continuity while supporting staff rest and sustainability.
- Keeps the Head Counsellors, the Assistant Summer Camp Director and/or the Summer Camp Director informed of policy concerns or situations requiring disciplinary follow-up, collaborating with Senior Leadership to develop action plans as needed.
- Assumes additional Senior Staff responsibilities as required to support overall camp operations and leadership team needs.

## 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)
- Mental Health First Aid (asset; priority given in hiring)
- Experience working with children and youth, ideally in a camp or mentorship setting
- Strong leadership and communication skills, with the ability to supervise staff and support camper growth and group development.



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- Ability to provide clear, constructive feedback in a supportive way that helps staff learn, grow, and feel confident in their roles
- Ability to intentionally integrate environmental education throughout program design and delivery
- Reliable, positive, and team-oriented, with a genuine appreciation for the outdoors
- Demonstrates kindness, patience, and respect when working with campers and colleagues
- Ability to meet the physical, emotional, and scheduling demands of overnight camp life

## 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.