



**YMCA Calgary is actively building healthy communities – Join us in creating a better Calgary.**

YMCA Calgary opened its doors in 1902; since then we have evolved into a vibrant charitable organization where thousands children, youth and adults access our programs and facilities every year. We are much more than a gym, pool, and recreational facility - we strive to adapt to community needs, and ensure that our programs and facilities can be accessed by all who need them. YMCA Calgary staff firmly believe that they are creating a positive impact in the community through their work at the Y. In our work we deliver health and wellness programs, community outreach, Aboriginal programs, newcomer programs, day and overnight camping, outdoor schools, leadership development, childcare, and much more.

We serve diverse community needs through the Gray Family Eau Claire YMCA, Crowfoot YMCA, Shawnessy YMCA, South Health Campus YMCA, Community YMCA, Saddletowne YMCA, and Camp Chief Hector YMCA... **and we are only just getting started. In partnership with the City of Calgary, we will expand our impact operating new facilities in Quarry Park, Rocky Ridge, and Seton.** The YMCA will also be operating a stand-alone childcare centre in Quarry Park to serve 348 children. These amazing new spaces will help us reach more people through our passionate volunteers, members, and staff.

**How will you make an impact? Who will you become at YMCA Calgary?**

We are currently seeking to fill the following position;

**Camp Director**  
**Camp Chief Hector YMCA**  
**Salary: \$46,818.00-60,000.00**  
**Start Date: October 2017**

**Why should you join our team?**

At YMCA Calgary we are passionate about our work and know that we are creating a positive impact in the community. Our staff feel welcomed from the first day they start and quickly feel a sense of belonging here at the YMCA. If you are looking to care deeply about your work, make the community a better place, and develop your leadership skills this is the place for you!

YMCA Calgary also offers multiple other perks and benefits;

- Complimentary YMCA Calgary Membership Plus including a linked membership for an adult of your choice, and dependent children.
- Comprehensive health and dental benefits. Premiums paid in full by the Association.
- Pension plan with specified contribution matching by the Association.
- Anniversary flex day
- Program discounts
- Childcare discounts
- Ongoing leadership development and opportunities
- Leadership award opportunities
- Scholarship opportunities
- Paid recertification and training



### **What does this role look like at YMCA Calgary?**

Camp Chief Hector YMCA is the year-round overnight camping and outdoor environmental education branch of YMCA Calgary. The main centre, Camp Chief Hector, is located 75km west of Calgary on a 1,000 acre site in the Rocky Mountains. YMCA Camp Chief Hector is one of Canada's premier summer overnight camps for children and youth ages 7-17. Operations at the main site include two full-service dining lodges, over 50 buildings, high ropes course and climbing towers, an extensive horsemanship program, and a wide variety of permanent and seasonal program facilities, equipment and accommodations. Additionally, YMCA Camp Gray Jay, is an overnight camp two hours north of the main site that is operational June - October. Finally, the branch oversees YMCA Camp Riveredge, an outdoor camping centre in the city of Calgary that runs a successful day camp program and a fledgling outdoor education schools program.

Reporting to the General Manager, this position will be responsible for guiding management of summer camp programs for the branch and directly responsible for performing the duties of Camp Director at YMCA Camp Chief Hector; this camp serves over 2,800 campers per summer and employs over 180 seasonal summer staff. Priority outcomes are child and youth individual growth and character development while building a strong sense of community. Programming revolves around backcountry hiking, horseback riding and canoeing, although a tremendous variety of supporting programs exist to complement these key areas.

The Camp Director will:

Be prepared to live in residence, on-site, for the spring and summer seasons;

- Be responsible for the key operating areas of human resources, program development, program delivery and evaluation for the summer camp program;
- Be responsible for the financial management of the summer camp operating budget;
- Be responsible for the health and safety management for summer camp;
- Provide direction, support, and leadership for the summer camp staff team, both full time employees and seasonal hires.
- Provide senior support guidance, but not necessarily direct supervision for the Camp Directors of YMCA Camp Gray Jay and YMCA Camp Riveredge;
- Build community for campers and staff through committed, energetic leadership;
- Support the Outdoor Schools Manager and the spring school team with training, program development and recruiting;
- Perform other duties as assigned by the General Manager of the branch.

### **What qualifications are we looking for?**

At YMCA Calgary we strive to ensure our employees are a fit based on their strengths, interests, and future goals. The successful candidate will have the following:



- A passionate approach to camping and the importance of outdoor experiences for children and youth;
- A proven ability to lead camping programs that are memorable for campers;
- Ability to inspire staff and support them in their development and personal growth;
- A deep understanding of the energy and dedication required to lead a team and program of this size. This would likely come from many years of experience in seasonal and full-time camping work.
- Experience guiding and planning multi-day trips for campers in the backcountry;
- Experience implementing health and safety systems that ensure camper, staff, and volunteer health and safety;
- Ability to manage the summer camp budget;
- Effective communication skills with parents, staff and other stakeholders;
- Team-player with organizational and time management skills;
- Post-secondary degree in a related discipline;
- A valid full driving licence with an acceptable driving record.
- Current Standard First Aid and CPR level C certification;
- Evidence of a clear Police Information Check and Vulnerable Sector Search;
- Three professional references.

### **What qualities do we look for in YMCA Calgary Staff?**

Our staff model and are committed to the following competencies;

*Developing Self and Others:* Developing people with a view toward present and future capacity

*Building Purposeful Relationships:* Relating to people authentically with their best in mind.

*Creating a Culture of Community:* Gathering people to purpose and vision.

*Making Intentional Impact:* Intending to make a difference every day.

*Thinking and Acting Strategically:* Applying thoughts, words, and actions in service to the vision.

*Applying Business Acumen:* Demonstrating excellence in technical skills and stewarding the YMCA Business Model.

*Innovating:* Ability to know your environment, initiate and respond effectively to changing conditions.

### **Interested? It's easy to apply!**

Please Submit a Resume, Cover Letter in a PDF Format, as well as a video or written response to the following secure folder;

<https://www.dropbox.com/request/hxGqD6Ny3OiwfSurJMS0>

Please answer the following questions in a video or written format. Videos should be maximum 5 minutes long and written submissions should be maximum 3 pages:



1. Describe how you would help build a cohesive community within a camp at a year-round site.
2. How do you lead a large and young staff team to be focused on providing camper-centered care?
3. Describe your approach to the maintenance of our currently successful summer camp program, balanced with your own ideas and those of other staff and stakeholders.
4. How do you maintain your own energy during a busy and long season, while still ensuring that you are an active and visible leader?
5. What does a high functioning team look like under your leadership?

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YMCA Calgary is an equal opportunity employer. *Applicants must have legal authorization to work in Canada by way of Canadian Citizenship, Permanent Residency or a valid Canadian work permit. YMCA Calgary is currently not engaged in international recruitment efforts as we are required to demonstrate that we have exhausted all means of recruitment both locally and nationally.*

Potential candidates will only be contacted if selected for an interview.