



Cabin Leader: Multiple Seasonal Contracted Positions

Vision:

People of all ages may experience community, restoration, and physical and spiritual growth in a Christian camping and retreat environment. These ends will be achieved in a manner that justifies the resources invested. Accordingly, and in order of priority: people at camp, especially children, are introduced to Jesus and His teachings; people at camp build meaningful connections, foster existing relationships, and create new friendships; people at camp feel refreshed, rejuvenated, rested, and reconnected; and people at camp acquire leadership skills, participate in physical activities, and receive teaching to grow in their Christian journey.

Purpose:

The Cabin Leader is responsible for providing a safe, fun, caring, and spiritually enriching environment for campers. This role involves leading daily activities, fostering a sense of community, and guiding campers in their faith journey while ensuring their well-being, safety, and that campers have a fun camp experience. Cabin Leaders also provide general programming and operational support to Camp Harmattan throughout the contract term.

Department: Program Department

Expectations of all Camp Harmattan Team:

- Uphold the vision, mission, values, and strategic plan of Camp Harmattan with the highest standard of excellence.
- Uphold and adhere to Camp Harmattan and external regulatory policies, procedures, best practices, principles, and standards.
- Commitment to personal spiritual growth and intentional discipleship, mentorship, and care for campers.
- Possess a willingness to step outside of specific roles and responsibilities to help Camp Harmattan accomplish its vision and mission.

Core Responsibilities:

Camper Supervision:

- Oversee the daily and nightly activities and welfare of a cabin of campers (typically Grade 1-12).

- Establish a positive and inclusive cabin environment that encourages camper participation, enthusiasm, and connection.

Programming and Activity Preparation and Facilitation:

- Help prepare stage sets, costuming, or other creative elements for ministry programming.
- Set-up, lead, and supervise age-appropriate programming and activities, including games, crafts, and outdoor adventures.
- Work with other staff members to ensure a cohesive camp experience.

Spiritual Guidance:

- Facilitate discussions on faith-related topics and encourage campers to explore their relationship with God.
- Model Christian values through words and actions, providing a living example of faith in practice.
- Facilitate cabin devotions with materials provided.

Chapel and Campfire Participation:

- When requested, be open to participating in chapel and campfire creative presentations, worship and actions presentations, sharing testimonies, and presenting announcements, according to comfort levels and personal development goals.

General Camp Support and Service:

- For portions of the June and July schedule and for the majority of the August schedule, assist camp operations when assigned to general seasonal team tasks including, but not limited to the following:
 - Food Services and Hospitality: general food preparation, serving meals, dishwashing, tuck retailing, and serving other hospitality provisions in the ice cream shop and coffee cabin.
 - Site Maintenance and Logistics: cabin cleaning and general post-camp cleaning, site-wide custodial support, laundry assistance, set-up and tear down, and general site and facility tidying, clean-up, and cleaning.
 - Campground: guest tours, campsite retailing, site navigation assistance, and hauling firewood.
 - General: provide event and programming assistance, as necessary.

Safety and Health:

- Maintain a safe and clean cabin environment and report any issues to senior leadership.
- Adhere to camp policies and procedures regarding health, safety, and emergency responses.

Operational Sustainability:

- Implement programming initiatives to connect campers to nature and build environmental ethics into their character.
- Fulfill interdepartmental objectives to improve the environmental sustainability of camp operations by reducing energy, material, food, and water waste.

Conflict Resolution and Risk Management:

- Address conflicts or behavioral issues among campers in a compassionate and constructive manner.
- Foster teamwork and camaraderie among campers.
- Identify and report risk and harmful disclosures and behaviors to management and/or leadership support for assistance.

Communication:

- Maintain open lines of communication with campers, seasonal camp staff, and senior leadership.
- As appropriate, provide feedback on camper and staff experiences and suggest improvements to camp programming.

Social Media and Technology Applications:

- Utilize camp software to fulfill general operating functions and implement operational efficiencies.
- Update all social media platforms to align with the modernization of Camp Harmattan's brand and digital standards, when requested.
- Generate planned and spontaneous content and post to Camp Harmattan's platforms on a consistent basis to engage with followers, as well as grow and diversify the base of followers.
- Provide technical support for audio-visual functions in support of camp programming.

Team Collaboration:

- Work collaboratively with fellow cabin leaders, general camp staff, and volunteers to support camp objectives.
- Attend training sessions, staff meetings, and team-building initiatives, as required.

<p>Primary Working Relationships:</p> <ul style="list-style-type: none"> ● General Operations Director ● Facilities and Site Manager ● Seasonal Staff ● Campers ● Volunteers ● Guests 	<p>Other Key Working Relationships:</p> <ul style="list-style-type: none"> ● Food Services Coordinator ● Facilities and Site Maintenance Assistant(s) ● Food Services Assistant(s) ● Executive Director
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Expected Qualifications and Attributes:

- Must be a committed Christian with a strong personal faith and understanding of Biblical teachings that align with the Church of the Nazarene’s “Statement of Belief”. The Cabin Leader must also agree to abide by the Association’s policies, procedures, and expectations.
- The minimum age for this position is 18 years old, or must have graduated from high school, by the start of summer camp.
- Exceptional Team and Leadership Skills:
 - A self-initiator who possesses a friendly, approachable, professional demeanour and a positive, team-oriented attitude.
 - Strong leadership, interpersonal, and communication skills.
 - Ability to multi-task and adapt to changing priorities.
 - Ability to handle diverse situations with grace and patience.
 - Demonstrated ability to handle sensitive, challenging, and/or confidential situations respectfully and compassionately.
 - Teachable attitude and ability and willingness to respond to direction and apply it to personal work practices.
 - Ability to troubleshoot and problem-solve general issues and determine what requires escalation to leadership.
- Previous experience working with children or youth, preferably in a camp or ministry setting.
- Good health, stamina, and ability to participate in light physical labour, games and activities.
- Current certifications in First Aid and/or CPR are not required, but considered an asset.
- Background check clearance (both criminal and vulnerable sector checks are required).

Working Conditions, Expectations and Requirements:

- The average hours for the Cabin Leader will be eight hours/day of paid employment for the contract term (generally July or July and August), plus volunteer hours to ensure sufficient supervision of campers. June hours will generally be part-time for staff training sessions, team-building, support for external bookings, and day camp.

- Time off requests that fall on scheduled working days during the contract term must be submitted to the General Operations Director for consideration and/or approval by June 1, 2025.
- The Cabin Leader will be required to be physically onsite at Camp Harmattan for scheduled work days during the contracted term.
- Willingness to work evenings, weekends, and statutory holidays, as required.
- Willingness to actively engage in other duties as required to fulfill Camp Harmattan's vision and mission.

Accountability and Reporting:

- The Cabin Leader reports directly to the General Operations Director.
- An end-of-season exit interview will be conducted with the General Operations Director.

Compensation, General Benefits, and Standards of Practice:

- Competitive hourly rate of \$18/hour for an average of 8 paid hours per day of scheduled camp.
- Room and board provided during contracted camp days, with a schedule to be predetermined before the start of camp.
- Opportunity for personal and spiritual growth.
- Experience working in a supportive and mission-driven environment.
- Matching scholarships of up to \$1000 to Ambrose University available to eligible seasonal Camp Harmattan staff.
- Camp Harmattan is a mission-based organization whose programs fall outside a stereotypical Monday-Friday work week. Days off/Statutory Holidays may fall irregularly while adhering to Alberta Labour Standards for employment.

Interested applicants are invited to apply online at www.campharmattan.com by March 15, 2026. Only candidates selected for an interview will be contacted. All applications will be kept on file at Camp Harmattan for twelve months.