

Staff Intro Package

2020

SASKATCHEWAN



Welcome

Thank you for your interest in working for the Royal City Soccer Club. Please read this [Staff Intro Package](#) to better prepare yourself for the application, interview and hiring process. We encourage you to visit our website at www.royalsoccer.com to learn more about our programs prior to applying.

About Us

The Royal City Soccer Club (RCSC) is a registered non-profit organization which took roots in Guelph, Ontario in 1993. We now run our camps in over 100 locations across 6 provinces. Our camps are the #1 grassroots soccer day camp in Canada! We've hosted over 300,000 boys and girls over the years. The popularity of our camps is due in large part to our great staff.

Camp Description

At each camp location, we offer full day and mornings. The MORNING sessions focus on soccer which will include warm-up games, skill development, team building, scrimmages and Mini-World Cups. The campers will be grouped and coached by age, size and ability. The ratios for morning sessions of soccer are approximately 10 campers to 1 staff. The FULL DAY sessions combine the morning sessions with a less structured afternoon format that will include a variety of camp games and a leisure fun swim (not all locations swim everyday). Details of our sessions are available online at our website.

Camp Dates 2020

This summer will be host to 10 weeks of camp at most locations.

Week 1* June 29 - July 3
Week 2 July 6 - July 10
Week 3 July 13 - July 17
Week 4 July 20 - July 24
Week 5 July 27 - July 31
Week 6* Aug. 4 - Aug. 7
Week 7 Aug. 10 - Aug. 14
Week 8 Aug. 17 - Aug. 21
Week 9 Aug. 24 - Aug. 28
Week 10 Aug. 31 - Sept. 4

* camp does not run Wednesday, July 1 & Monday, Aug. 3, 2020



Typical Camp Schedule

8 - 8:30am	Early care camper drop off
8:30 - 9am	Camper drop off
9:00 - 9:15 am	Warm up game / Stretch
9:15 - 9:45am	Soccer skill development (dribbling)
9:45 - 10:00 am	Drink / washroom break
10:00 - 10:30 am	Soccer skill development (shooting)
10:30 - 10:45 am	Drink / washroom break
10:45 - 11:20 am	Alternative or quiet games
11:20 - 12 noon	Scrimmage game
12:00 - 1:00 pm	Lunch
1:00 - 2:00 pm	Organized camp games
2:00 - 3:00 pm	Supervised leisure fun swim
3:00 - 4:00 pm	Organized camp games
4:00 - 4:30 pm	Camper pick-up
4:30 - 5:00 pm	Late care camper pickup

Themes will be assigned to each week and staff can compete for the coveted "Photo of the Week" & free pizza lunch.

Staff Responsibility

We are looking for staff who are responsible, dedicated and can supervise children in a safe and fun environment at all times. We've designed our camp atmosphere to be safe, encouraging and fun learning for all of our campers ages 5 to 13 years old.

Qualities we like to see in our staff:

- Safety first!
- Friendly and approachable
- Fun-loving and enthusiastic
- Dedicated and responsible
- Organized, creative and patient

Qualities we don't like to see in our staff:

- Tardy or absenteeism
- Lazy, unmotivated, moody or grumpy
- More concerned about pay than the kids
- Shy, reserved or impatient
- On his/her cell phone

Pay

Generally speaking, the pay at camps is lower than in the rest of the private sector. Those who choose to work at camps do so primarily because they love to work with children in a fun, summer camp atmosphere, not because they want to get rich. If pay is your primary motivating factor, then camp employment may not be best for you. At the Royal City Soccer Club, we offer a competitive camp wage which is based on position, experience and years of service. Weekly wages are based on a work week of between 40-45 hours (but may vary slightly depending upon shift and number of staff onsite). Pay is outlined at the end of each job description. Payroll is submitted weekly with pay dates occurring on the Friday, one full week after the work week. Pay is pro-rated for the 4-day weeks. Staff are not paid for any time off taken due to sickness or other.

Hours

The hours of employment may vary depending on the position and are subject to change.

Counselors and Supervisors are expected to work a minimum of 8 hours per day (generally 8am-4pm or 8:30am-4:30pm) and be available to work as late as 5pm daily for camper pickups if required. Every Monday staff are expected to be onsite at 7:50am to greet parents and meet fellow staff. If you work at a site that has only 2 staff, you may be required to work from 8am until 5pm or whenever the last camper is picked up. Counselors and Supervisors acknowledge that it may require additional time beyond the daily working hours to prepare activities for the next day. Supervisors acknowledge that some additional admin work may be required. Supervisors are responsible for recording and notifying head office of hours worked by each staff that week including the name of the last camper picked up. All staff will be paid time and half for hours worked beyond the first 8 hours.

Volunteers are expected to be at camp according to one of three pre-determined shifts according to your application (mornings 8:30am -12:30pm, afternoons 12:30pm to 4:30pm, or full days 8:30am to 4:30pm). Morning or afternoon sessions are approximately 4 hours/day (20 hours/week) and full day sessions are 8 hour/day (40 hours/week). A letter confirming hours of volunteering is available on completion if requested.

Job Descriptions

We will be hiring approximately 300 staff this summer with 70% of our staff being Camp Counselors. Each location will have 1 Camp Supervisor and a combination of Camp Counselors and volunteers. Please read the job description of the position(s) you would like to apply for. All positions are dependent on enrolment (employment is not guaranteed if enrolment is too low).

General Staff Requirements:

- Police check with vulnerable sector screening
- Attend appropriate training sessions (see Training)
- Review Staff Manual
- 1st aid/CPR training is strongly preferred

Camp Counselor (preference to 18 yrs or older by June 29, 2020)

To be hired: approximately 200 across all locations

Duties include:

- Supervise a group 8-12 campers in a group
- Plan and organize a daily program for teaching soccer skills, games and other activities to your group
- Set a good example for campers by being conscientious, supportive of policies and enthusiastic about camp
- Build a close relationship with each camper in your group and be aware of individual issues & needs, always be available to help and guide campers
- Participates in planning special events/activities for the group or whole camp as part of the staff team including meetings
- Shares lunch time with group, ensures campers enjoy their meal and contribute to cleanup
- Assist Supervisor and other staff in supervising and organizing activities for all campers including the afternoon daily swim (staff must enter/supervise campers in the pool)
- Ensure a fun, safe atmosphere for all campers and staff
- Ensure campers follow daily routine regarding care of belongings, proper rest, cleanliness, safety and participation in activities
- Setting a good example for all volunteers and help manage them
- Provide feedback to parents on a daily basis

Qualifications

Camp Counselors must be able to supervise children responsibly, coach soccer to children and provide a fun, safe environment. Successful counselors exhibit good communication skills, energy and enthusiasm, an interest in coaching soccer and are team-oriented.

Pay:

Regular: \$11.40 – 11.80/hour * for 1st 8 hours each day
40 hours/week (Monday through Friday daily)
(depending on years of service/ experience)
* all new camp counselors start at \$11.40/hour

Overtime: Time and a half for work beyond 8 hours each day



Camp Supervisor (preference to 18 yrs or older by June 29, 2020)

To be hired: 1 for each camp location

Duties include:

All duties of a Camp Counselor plus:

- Manage a complete camp location
- Oversee operations of camp from start to finish including programs/activities planned by Camp Counselors
- Manage a team of Counselors and volunteers
- Provide evaluations for each of your staff and recommendations for improvements at season's end
- Delegate responsibilities to staff
- Plan and implement all summer activities
- Be available and provide feedback to parents
- Manage any problems or concerns that arise
- Ensure a fun, safe atmosphere for all campers and staff
- Communicate with Coordinators and head office regularly
- Manage and record all onsite product orders
- Handle the administrative work required from head office
- Organize and maintain equipment, supplies and camp products in an orderly fashion

Qualifications

Supervisors are the most senior staff onsite and must be capable of handling virtually all issues that may occur at camp. Supervisors should exemplify proven leadership with good organization and communication skills. In **most** cases, Supervisors will require a vehicle to transport equipment and supplies to and from camp. Supervisors at remote locations (ie. without a Regional Coordinator) may qualify for additional compensation as additional tasks are required.

Pay:

Regular: \$12.25 – \$13.15/hour for 1st 8 hours each day
40 hours/week (Monday through Friday daily)
(depending on years of service/ experience)
* all new Supervisors start at \$12.25/hour

Overtime: Time and a half for work beyond 8 hours each day

Camper bonus: \$0 - \$50 /week
(based on the # of campers attending, details outlined in employment contract)

Admin bonus: \$0 - \$200 /summer
(if conditions met, detailed in contract)

Remote bonus: \$5 /task / week
2 tasks/week: 1) photos, 2) forms
(if completed accurately & on time)

Sales Commission: 20% on all onsite camp products sold

Volunteer (aged 14 or older by start of camp week)

to be hired: varies depending on location

Volunteers are often our former campers but volunteering is open to virtually anyone 14 years or older. Being a volunteer is often the first step towards becoming a full staff member with us. Volunteers are treated like staff and

expected to maintain a good work ethic by assisting all staff onsite and providing a fun and safe learning atmosphere for campers. Volunteers should be energetic, enthusiastic, responsible and a team player. Volunteers are required to watch a brief volunteer video prior to camp starting.

Training

RESPECT in SPORT:

ALL staff will be required to get their Respect in Sport (Soccer) certificate online (approx. 2.5 hours, cost approx. \$30). Staff member to pay for course but RCSC will reimburse the course fee of \$30 on your first pay in July. Staff who have completed this course & provide a certification that is valid within the last 2 years are exempt from retaking it.

NEW STAFF (excluding volunteers):

All new staff are required to attend & participate in the following:

- **New Staff Orientation** (approx. 3-4 hours, pay is \$40, dates in June via webinar)
- **RCSC online training video** (approx. 1 hour, pay is \$15, dates & times to be announced)

RETURNING STAFF:

All returning staff will be required to attend & participate in an Online training session for returning staff (approx. 2-3 hours, pay is \$25 pay, dates & times to be announced).

SUPERVISORS:

All supervisors (new and returning staff) are required to attend one mandatory Supervisor Training session prior to camp starting (remote locations will be conducted online), approx. 2 hours, pay is \$25, dates & times to be announced).

Staff attending training sessions will be paid with their first pay cheque in July.

Dress Code

All staff will be provided with 3 staff shirts but staff can purchase additional tshirts or tank tops as desired. Staff must adhere to the dress code at all times which includes: camp supplied shirt or camp hoodie (available for purchase), athletic socks / shorts and running or soccer shoes. Staff are also expected to dress appropriately to allow for full participation in all activities (ie. daily swim, inclement weather etc). Staff will be expected to fully participate in theme days by dressing appropriately (ie. Hat Day, Uniform Day etc).



Interview Location

Successful applicants will be contacted to arrange an interview either by webcam, telephone or in person

How to Apply

If you have not already applied, you may do so by visiting our website at www.royalsoccer.com and click on the **Apply Now/Login** button from our STAFF page. After completing the online application, please send your resume to jobs@royalsoccer.com with your full name in the subject line. Due to the large number of applications we receive every year only qualified candidates for positions still available will be contacted. We do keep all applications on file so that when there is an opening for a position for which you applied, we may call you to arrange an interview.



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