

# Staff Intro Package

## 2024

### Nova Scotia



## 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](http://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. This will be our 32<sup>nd</sup> year of hosting camps so we are very excited. We operate camps in over 100 locations across 6 provinces. Our camps are the #1 grassroots soccer day camp in Canada as we've hosted over 300,000 children over the years. The success of our camps is due in large part to our great staff.

## Camp Description

At each camp location, we offer full day and morning sessions. 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 where appropriate. 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 daily). Details of our sessions are available on our website.

## Camp Dates 2024

This summer we will be hosting 9 weeks of camp.

Week 1\* July 2 - 5 (4 day week)  
Week 2 July 8 - 12  
Week 3 July 15 - 19  
Week 4 July 22 - 26  
Week 5 July 29 - Aug. 2  
Week 6\* Aug. 6 - 9 (4 day week)  
Week 7 Aug. 12 - 16  
Week 8 Aug. 19 - 23  
Week 9 Aug. 26 - 30

\* Camp does not run Monday, July 1 or August 5, 2024



## Typical Camp Schedule

8:00 – 9:00am	Staff and camper arrival
9:00 – 10:15 am	Warm up, stretch, soccer skill development
10:15 – 10:30 am	Washroom & refreshment break
10:30 – 12 noon	Soccer skill development, quiet games and small sided soccer game
12 noon – 1:00 pm	Lunch for staff and campers
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 – 5:00 pm	Camper pick-up and staff departure

Themes will be assigned to each week and staff can compete for the coveted "Photo of the Week" award.

## Staff Responsibility

We are looking for staff who are responsible, reliable, and relatable to children. Staff must always supervise children in a safe and fun environment. We've designed our camp atmosphere to be encouraging and fun learning for all our campers (ages 5 to 13 years old).

### Qualities we like to see in our staff:

- Reliable – arrive on time everyday
- Responsible - safety first
- Friendly, fun-loving, and approachable
- Enthusiastic and creative
- Organized and patient

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

- Tardy or absenteeism
- Lazy, unmotivated, moody or grumpy
- Shy, reserved, or impatient
- Intolerant and unapproachable

## Pay

Those who choose to work at summer camps do so primarily because they love to work with children in a fun, camp atmosphere, not because they want to get rich. If pay is your primary motivating factor, then employment at a camp may not be for you. At Royal City Soccer Club, we offer a competitive camp wage which is based on position, experience, and years of service. Pay for each position is outlined at the end of the job description. Wages are paid weekly on Fridays, one week after your completed week. Staff are not paid for any time off taken due to sickness or other reasons.

## Hours

Hours of employment may vary depending on the position, number of other staff working at your site or other factors and are subject to change.

**CITs, Counselors and Supervisors** are expected to work shifts between 7 and 9 hours per day depending on several factors including number of staff working at your site, camper enrolment and last camper pick up time. There may be exceptions to the hours listed above in extreme circumstances. The onsite Supervisor will prepare the weekly schedule of hours. Supervisors must acknowledge that administrative work is required and while it can be completed while at camp, may have the option to complete outside the regular hours of camp.

**Volunteers** are expected to sign up for one of three possible sessions (mornings 4 hours, afternoons 4 hours, or full days 8 hours). Morning or afternoon sessions are approximately 20 hours/week and full day sessions are 40 hours/week. We encourage volunteers to apply for full days where possible. A letter confirming hours of volunteering is available on completion.

## Job Descriptions

We will be hiring approximately 300 summer camp staff 70% being Camp Counselors or CITs. Each location will host 1 Camp Supervisor and a combination of Camp Counselors or CITs 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
- 1<sup>st</sup> aid/CPR training is strongly preferred

## Camp Counselors (18+ years by July 2, 2024)

**To be hired:** approximately 200 across all locations

### **Duties include:**

- Supervise a group of campers all day
- Follow a daily program teaching soccer skills and playing camp games
- Set a good example by being conscientious
- Build relationships with campers and be aware of individual needs
- Help supervise lunch time ensure cleanup
- Assist other staff with supervising activities for all campers including an afternoon daily swim (staff must be able to enter/supervise campers in the pool)
- Ensure a fun, safe atmosphere for all campers and staff
- Provide daily feedback to parents

**Pay:** \$15.50 - \$16.00 per hour  
(depending on years of service/experience)  
All new camp counselors start at \$15.50 per hour.

## Camp Supervisors (18+ years by July 2, 2024)

**To be hired:** 1 for each camp location  
(Supervisors will require access to a vehicle each day to transport equipment to & from camp)

### **Duties include:**

All duties of a Camp Counselor plus:

- Manage and oversee operations at a camp location
- Manage a team of Counselors, CITs and volunteers
- Provide feedback & recommendations to staff
- Troubleshoot any issues that arise at camp
- Communicate and report to head office
- Manage onsite and pre-order product sales
- Maintain and transport equipment to/from camp

**Pay:** \$17.00 - \$17.50 per hour  
(depending on years of service/experience)  
All new Supervisors start at \$17.00 per hour.

Commission: 20% of all onsite camp gear sold

Remote Supervisors may qualify for additional admin bonus.

## Counselors-in-Training (CIT) (16+ by July 2, 2024)

**To be hired:** varies depending on location

**Counselors-in-Training (CIT)** will work closely with Camp Counselors and Supervisors to implement camp activities and ensure a safe, fun environment for everyone. Under the guidance and direction of Counselors and Supervisors, CITs will help in planning and supervising campers during all aspects of camp. In some circumstances and if deemed responsible and capable, CITs may be put in charge of a group of campers. CITs should be energetic, enthusiastic, responsible and a team player.

**Pay:** \$15.20 per hour

## **Volunteers** (14+ by start of camp week)

**# accepted:** 3 to 4 per week per location

**Volunteers** are a big part of our success. Many former campers go on to become volunteers at our camp. Being a volunteer is often the first step towards becoming a paid staff with us. Volunteers are treated like staff and expected to maintain a good work ethic by assisting all staff 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 orientation video prior to starting camp.

## **Training**

There are training sessions for new and returning staff and supervisors. Please read carefully which training sessions apply to you.

### **For ALL staff/supervisors:**

#### **Respect in Sport:**

ALL staff/supervisors will be required to get a Respect in Sport (Soccer) certificate online (takes approximately 2.5 hours self-guided). Staff are expected to pay for the course (\$30) but can submit their receipt to RCSC for (\$30) reimbursement. This receipt will be reimbursed on your first pay date. Staff who completed this course and provide a valid certification within the last 2 years are exempt from retaking it.

#### **Pre-Camp RCSC online video:**

RCSC may produce a pre-camp online video providing some information about camp operations. You will be paid hourly for this session, added onto your first pay period.

### **For all staff/supervisors:**

All staff & supervisors must attend 1 of 2 online (ie Zoom) Staff Orientation sessions on a June date. Dates and times are still to be determined but the orientation will last approximately 2 - 4 hours and will review all procedures and expectations of our camp staff. You will be paid hourly for this session, added onto your first pay period.

### **For ALL supervisors:**

All supervisors must attend a Supervisor Training online session that will last approximately 2 hours sometime in June. You will be paid hourly for this session, added onto your first pay period.

Supervisors must also attend a short online meeting with our permit team and perform a site walkthrough (to see the field, indoor, swim and other facilities). This will last

approximately 1 hour which will be added onto your first pay period.

## **Dress Code**

All staff/supervisors will be provided with up to 3 staff shirts, but staff can purchase additional shirts or staff hoodies as desired. Staff must adhere to the dress code at all times which includes camp supplied shirt or camp hoodie, athletic socks / shorts and running or athletic footwear. Staff are expected to dress appropriately to ensure full participation in all activities (ie. afternoon swim). Staff are also expected to participate in theme days and activities.

## **Interviews**

Interviews will be conducted online by Zoom.

## **How to Apply**

If you have not already applied, please visit the EMPLOYMENT page of our website at [royalsoccer.com](http://royalsoccer.com), choose the appropriate province and select 'APPLY NOW'. After completing the online application, please send your resume to [jobs@royalsoccer.com](mailto:jobs@royalsoccer.com) with your full name in the subject line (returning staff do not need to send their resume). 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 when there is an opening for a position for which you applied, we may call you to arrange an interview.



## **Royal City Soccer Club**