


# 2027 Staff Pay Scale

In order to ensure quality staff are being remunerated in a fair and transparent manner, the compensation structure for the summer of 2027 is below.

This pay scale applies to domestic staff. International staff salaries are reflective of costs associated with VISAs, Camp Canada requirements, etc.

Staff must be 17 years of age or turning 17 this year to be eligible to work at Camp Kintail.

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**1st Year Staff ..... $100/day**
**2nd Year Staff ..... $110/day**
**3rd Year Staff ..... $125/day**
**4th Year Staff ..... $135/day**
**5th Year Staff ..... $145/day**
**6th Year Staff ..... $150/day**
**7th Year Staff ..... $155/day**

**Certification Bonus:**

- National Lifeguard (NLS) is an additional $6/day
- Bronze Cross is an additional $3/day

**Camp Kintail welcomes new applicants to join our team each year.** A combination of education and experience that demonstrates the ability to perform the responsibilities of each position will be considered in lieu of returning staff experience.

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**Provided with employment:**

- On-site accommodations
- Kintail uniform
- Catered meals on workdays
- Laundry facilities
- Free, reliable, high-speed Wi-Fi

**Not included:**

- First Aid and CPR-C training
- Police record check
- Transportation to and from Camp Kintail

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Camp Kintail is an equitable employer. We are working to remove barriers to employment for people who are underrepresented in the workplace, particularly in the outdoor industry - Black people, Indigenous people, people of colour, people with disabilities, 2SLGBTQIA+ people, and newcomers to Canada. We recognize the inherent value and dignity of each person who works at Camp Kintail, and our goal is to ensure that all people have open access to employment opportunities.

For additional information contact Christina Walach at christina@campkintail.ca.