



Camp Kintail Staff 2023 Pay Scale

In order to ensure that our top-quality staff are being remunerated in a fair and transparent fashion, we have updated the compensation structure for the summer of 2023. The general guidelines can be found in the table below.

1st Year Staff Member	\$50.00 / day
<i>**Please Note: You must be 17 years of age or turning 17 this year to be eligible to work at Camp Kintail</i>	
2nd Year Staff Member	\$55.00 / day
3rd Year Staff Member	\$60.00 / day
4th Year Staff Member	\$65.00 / day
5th Year Staff Member	\$70.00 / day

Certification Pay Bonus:

- National Lifeguard (NLS) is an additional \$3.00/day
- Bronze Cross is an additional \$1.50/day

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

Provided with employment:

- On-site Accommodations
- Kintail Uniform
- Three delicious catered meals per workday
- 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*

***Assistance is available if needed.**

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, LGBTQI2S 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 here.

Should you have any additional questions, please contact Johnathon Lee, Executive Director, at grow@campkintail.ca.