

D-CAMPS

2024 D-CAMPS ATLANTIC HEALTHCARE EMPLOYEE OPPORTUNITY HANDBOOK



Applicants to Atlantic D-Camps

At D-Camps, children enjoy an authentic camp experience while having all of their diabetes needs met by a team of skilled medical professionals. For fun and skill building, our awesome program team leads the way!

Our medical staff includes endocrinologists, doctors, nurses, dietitians as well as health-care students, residents and interns. Together, they form a support network to help campers manage their diabetes more independently. If you or your colleague is interested in working as part of our D-Camps medical team, we'd love to hear from you!

Volunteer medical staff will be positive role models that are committed to ensuring safe and enjoyable experiences that reflect the mission and core values of Diabetes Canada's National Camping Program.

Diabetes Canada Vision

A world free of the effects of diabetes.

Diabetes Canada Mission Statement

To lead the fight against diabetes by:

- Helping those affected by diabetes to live healthy lives.
- Preventing onset and consequences of diabetes.
- Discovering a cure.

The Goals of D-Camps

Diabetes Canada camps and youth programs are aimed at children and youth affected by type 1 diabetes. These overnight programs emphasize participation in camp activities and provide an opportunity for type 1 diabetes education. Camp also helps youth to gain independence and self-discipline in managing their type 1 diabetes. The goals of Diabetes Canada camps are:

- Teach independent, diabetes self-management skills
- Foster lasting friendships
- Improve self-esteem
- Provide a safe, fun, and educational camp experience

OUR CAMP PROGRAM HISTORY

Diabetes Canada's camping tradition began in 1953 with the opening of our first camp in Eastern Ontario. Since then, our camping program has grown extensively, and Diabetes Canada now operates 9 overnight camps across Canada with a variety of leadership and family camp programs. Since the beginning, the focus of our camps has been to provide children living with type 1 diabetes with opportunities to enjoy an authentic camp experience while having all their diabetes needs monitored by a dedicated team of trained medical professionals.

OUR ATLANTIC CAMPS

Camp Morton, Kejimikujik National Park, NS (Session: July 6-12, 2024)

Diabetes Canada has operated Camp Morton continuously since 1990, founded by Lorne Abramson and Dr. Bruce Morton as part of the "Diabetes without Borders" program. Both campers & staff at Camp Morton sleep in tents at the Group Campground, in the beautiful Kejimikujik National Park, Nova Scotia. Camp Morton offers a one-week session for youth age 13-14 living with type 1 diabetes from Nova Scotia, Prince Edward Island and New Brunswick; as well as a Leadership Development program for youth ages 15-16 paired with our Camp Lion Maxwell program.

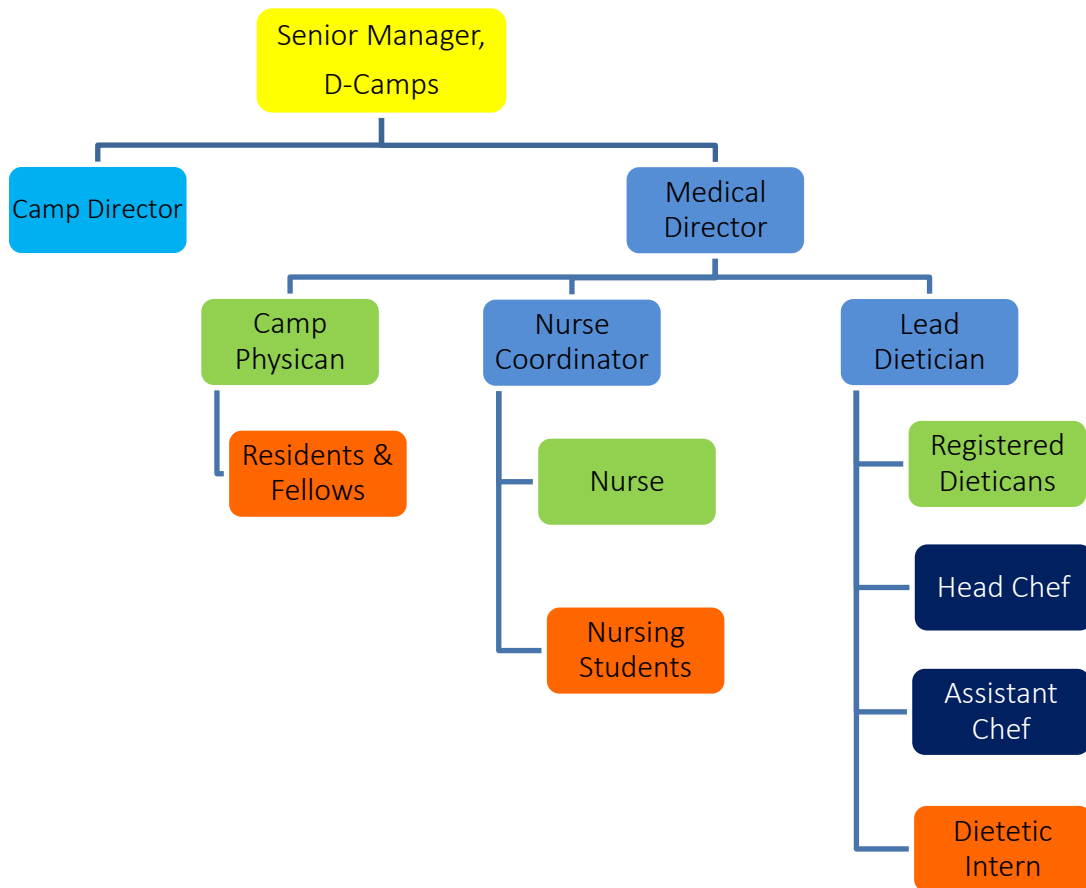
Camp Douwanna, Bishop Falls, NL (Session: July 21-26, 2024)

Diabetes Canada has operated Camp Douwanna continuously since 1964. Camp Douwanna is held at Camp Lion Max Simms in Bishop Falls. Camp Douwanna offers a one-week session for children and youth ages 7-14; as well as a Leadership Development program for youth ages 15-16.

Camp Lion Maxwell, Barss Corner, NS (Session: August 19-25, 2024)

Diabetes Canada has operated Camp Lion Maxwell continuously since 1964, sponsored by the Lions Clubs of Nova Scotia and named in honour of Lion Peter Maxwell from the Truro Lions Club. Camp Lion Maxwell is located on the beautiful shore of Lake William in Lunenburg County, Nova Scotia. Camp Lion Maxwell offers a one-week session for children ages 7-12 living with type 1 diabetes from Nova Scotia, Prince Edward Island and New Brunswick; as well as a Leadership Development program for youth ages 15-16 paired with our Camp Morton program.

D-Camps Atlantic Organizational Chart



Atlantic Canada Position Requirements

Minimum Requirements for ALL Positions: Standard First Aid and CPR 'C'. Criminal Reference Check and Vulnerable Sector Screening in accordance with D-Camps CRC-VSS Policy are also required for all positions.

D-Camps CRC-VSS Policy

All new and returning staff must provide either a CRC or CRC and VSS according to the policy below.

We will accept a criminal record check that has been completed within 12 months of hire and a vulnerable sector check within 3 years. We will also accept valid education service cards from Saskatchewan, Nova Scotia and Ontario. The original check(s) must be verified by Diabetes Canada staff for authenticity and a copy will be taken for our files.

Age	Requirements
18-25 years of age	You will need to provide a Criminal Record Check dated within 12 months of the date of hire. This check can be completed through Back Check, a service provided through Diabetes Canada.
26 and over	You will need a Criminal Record Check and Vulnerable Sector Search. The Criminal Record Check can be completed through Back Check or a local police service. You will need to provide either; <ol style="list-style-type: none"> <li data-bbox="586 667 1268 743">1. VSS dated within 12 months of the date of hire <u>OR</u> <li data-bbox="586 743 1268 869">2. VSS dated within 37 months of the date of hire <u>AND</u> a Criminal Record Check dated within 12 months of hire

HEALTH CARE TEAM POSITIONS

For a brief description of the below listed positions, please read below. More information is available upon request by emailing dcamps.hiring@diabetes.ca

Nurse Coordinator

Reporting to the Medical Director, Nurse Coordinators have the same expectations and responsibilities as Camp Nurses and are additionally responsible for the supervision, evaluation and support of Camp Nurses and Student Nurses. Nurse Coordinators meet daily with the Medical Director, and Dietetic Coordinator to ensure the health and medical needs of camp and staff are being met and issues are communicated appropriately. In addition, Nurse Coordinators may be scheduled to work overnight blood glucose monitoring shifts. Nurse Coordinators are a vital part of the camp community and are encouraged to participate in camp programming.

Physician

Reporting to the Medical Director, the Physician is experienced in the care of children with type 1 diabetes, he/she is available 24 hours daily for consultation on any medical problems that may arise during camp. The Physician reports directly to the Medical Director who is ultimately responsible for all camp medical care. The Physician's role is designed to fill the scenario where the Medical Director cannot be on site for the entire duration of camp. It is noted, however that Physicians may also be at camp to assist the on site Medical Director. Physicians are a vital part of the camp community and are encouraged to participate in camp programming.

Healthcare Team (Nurse, Dietician with CDE, LPN)

Reporting to the Nurse Coordinator, Healthcare Team Members are responsible for the supervision and support of camper insulin administration, diabetes education for campers and staff, health assessment and nursing care of minor medical/health issues, administering medications as prescribed by physicians and other basic nursing duties. The Healthcare Team are expected to appropriately document all camper and staff visit to health centre and ensure that the health centre is appropriately stocked during their shifts. In addition, Healthcare Team members may be scheduled to work overnight blood glucose monitoring shifts, and may be asked to provide guidance, education and supervision of Student Nurses. Healthcare Team members are a vital part of the camp community and are encouraged to participate in camp programming

Medical Resident/Student

Reporting to the Medical Director (or to the Nurse Coordinator in the absence of an on-site Medical Director), the Medical Resident or Student is available on site, 24 hours daily for consultation on any medical problems that may arise during camp, under the supervision of the Medical Director or Physician. Residents or Students are a vital part of the camp community and are encouraged to participate in camp programming.

Student Nurse & Healthcare Student

Reporting to the Nurse Coordinator, and under direct supervision of a Healthcare Team Member, Nursing/Healthcare Students are responsible for assisting in the diabetes and general health care of campers and staff, assisting in monitoring blood glucose and ketones of campers, recognizing hypo/hyperglycemia and treating according to camp protocols. Students must act only under the supervision of a Camp Nurse and are required to consult with a Camp Nurse if unsure of a task. In addition, Nursing/Healthcare Students may be scheduled to work overnight blood glucose monitoring shifts with the appropriate training and supervision. Nursing/Healthcare Students are a vital part of the camp community and are encouraged to participate in camp programming.

Night Nurse

Reporting to the Nurse Coordinator, Night Nurses are responsible for the supervision and support of camper insulin administration, diabetes education for campers and staff, health assessment and nursing care of minor medical/health issues, administering medications as prescribed by physicians and other basic nursing duties during the evening, and throughout the night until breakfast time. Night Nurses are expected to appropriately document all camper and staff visit to health centre and ensure that the health centre is appropriately stocked during their shifts. In addition, Night Nurses may be asked to provide guidance, education and supervision of Student Nurses. Night Nurses are a vital part of the camp community and are encouraged to participate in camp programming.

Lead Dietician

Reporting to the Medical Director, Lead Dietitians have the same expectations and responsibilities as Registered Dietitians and are additionally responsible for the establishment/

review of camp menus, and the supervision, evaluation and support of Registered Dietitians and Dietetic Interns. Lead Dietitians meet daily with the Medical Director, and Nurse Coordinator to ensure the health and medical needs of camp and staff are being met and issues are communicated appropriately. Lead Dietitians are a vital part of the camp community and are encouraged to participate in camp programming.

Registered Dietician

Reporting to the Dietetic Coordinator, Registered Dietitians are responsible for ensuring all camper and staff nutrition needs are being met. Registered Dietitians work closely with the kitchen to ensure that food selections and any substitutions to the menu are appropriate, post carbohydrate counts for all meal components, and support campers in learning new diabetes management skills. The Registered Dietitians will also work closely with campers and counsellors to assist in carbohydrate counting and food selections and diabetes education. In addition, Registered Dietitians may be asked to provide guidance, education and supervision of Dietetic Interns. Registered Dietitians are a vital part of the camp community and are encouraged to participate in camp programming.

Dietetic Intern/Student

Reporting to and under the supervision of the Lead Dietician, Dietetic Interns are responsible for ensuring all camper and staff nutrition needs are being met. Dietetic Interns will support the Registered Dietitians in working closely with the kitchen to ensure that food selections and any substitutions to the menu are appropriate, assist in portioning of food, and supporting campers in learning new diabetes management skills. Dietetic Interns are a vital part of the camp community and are encouraged to participate in camp programming.

Staff Compensation Structure

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 2024. The general guidelines can be found in the table below.

Please note that certifications that are considered relevant to your role and the final salary offers are at the discretion of the Camp Director/Manager.

Job Position/Category	Pay per Week
Nurse Coordinator	\$1500
Lead Dietitian	\$1500
Healthcare Team Member (Nurse, Dietitian, CDE, Paramedic, LPN)	\$900
Night Nurse	\$900

Dietitian	\$900
Medical Student	\$450
Student Nurse or Healthcare Student	\$450
Dietetic Intern or Student	\$450

*Compensation is also dependent on certifications. Compensation will be reviewed for any positions that are part of an educational or school requirement.

HOW TO APPLY

To apply, please complete the online hiring form found through the links below.

If you require a paper application, please contact **Morgan Tobin** at morgan.tobin@diabetes.ca. If you have questions about the application process, please contact us at dcamps.hiring@diabetes.ca

If you are applying for [Camp Morton](#) or [Lion Maxwell](#), please use the “apply for Nova Scotia” link below:

[APPLY HERE FOR NOVA SCOTIA](#)

If you are applying for [Camp Douwanna](#) please use the “apply for Newfoundland” link below:

[APPLY HERE FOR NEWFOUNDLAND](#)

All applicants (new and returning staff) must submit the following documents online via the web form:

- Personal Contact information
- Cover Letter (attached to application form)
- Resume (attached to application form)
- References (2 for new staff, 1 for returning)

Note: Offers and interviews are conditional on anticipated certifications. Please provide an updated list of current certifications and dates of anticipated achievement of certifications at the time of employment.

Application Deadline: The deadline for Healthcare Team applications is February 23rd at 11:59 PM EST. Hiring is ongoing. Interviews will be scheduled as applications are received; Applications submitted after the deadlines may be considered for employment.

We thank you for your application however, only candidates selected for interview will be contacted.

If you have any further questions about what the camps are like, we encourage you to check out the website at www.diabetes.ca/d-camps

Or if you have questions about other employment opportunities with D-Camps, please contact us at dcamps.hiring@diabetes.ca

At Diabetes Canada, we are an equal opportunity employer that does not discriminate on the basis of race, ethnicity, national origin, gender, gender identity, sexual orientation, disability, age, or other legally protected status. We are dedicated to a high-performance, diverse, and inclusive workplace. We strongly believe that having a diverse organization with various skills and abilities will inspire creativity, drive innovation, and promote belonging. We are committed to building a team representative of different backgrounds and perspectives, and we encourage applications from all qualified candidates who represent the full diversity of communities across Canada.

For individuals with disabilities who would like to request an accommodation, please contact us at dcamps.hiring@diabetes.ca

Applicants must be legally eligible to work in Canada and, where applicable, must have a valid work permit or study permit that allows the candidate to fulfill the requirements of the role.