

D-CAMPS

2026 D-CAMPS ATLANTIC EMPLOYEE OPPORTUNITY HANDBOOK



**CAMP
MORTON**
D-CAMPS



**CAMP
LION MAXWELL**
D-CAMPS



**CAMP
DOUWANNA**
D-CAMPS

Applicants to Atlantic D Camps

Staff members will be positive role models that are committed to ensuring safe and enjoyable experiences that reflect the mission and core values of the Diabetes Canada 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:

- Foster lasting friendships
- Teach independent, self-management of type 1 diabetes
- Build self-esteem
- Provide a safe, fun and educational camp experience

The Goals of the Leadership Development One program

The goals of LDP1 program are:

- To understand fundamental leadership skills integrated into typical camp life
- Concentrated hard skill development in the core elements of camp programming
- To gain confidence in self-advocacy for living with diabetes
- To have a fun, safe, and educational camp experience with a heightened accountability for respecting others

THE GOALS OF THE LEADERSHIP DEVELOPMENT 2 PROGRAM

The goals of LDP2 program are:

- To gain confidence in leadership abilities, such as problem solving, facilitating activities, collaborating with diverse learning styles, and more
- To develop essential skills and abilities for future employment and volunteer opportunities
- To develop healthy, positive diabetes self-management techniques
- To recognize and engage in learning opportunities present in many aspects of camp life

OUR CAMP PROGRAM HISTORY

Diabetes Canada's camping tradition began in 1953 with the opening of Camp Banting in Eastern Ontario. Since then, our camping program has grown extensively, and Diabetes Canada now operates numerous overnight camps and family programs across Canada. 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 of their diabetes needs monitored by a dedicated team of trained medical professionals.

Program Staff and Diabetes

Atlantic D-Camps prides itself on hiring top-quality staff who can provide the best possible experience for our campers regardless of their diabetes status. We recognize that staff living with type 1 diabetes have the potential to be excellent role models and can play a vital role in encouraging campers to make positive steps towards managing their diabetes. As such, staff living with type 1 diabetes must be aware that campers will be watching how they are managing their disease. While not expected to have perfect blood sugars, staff living with diabetes are expected to check and record their blood glucose at the same time as their campers, take insulin in front of the campers and work with the health team to manage highs and lows in the same safe manner as campers, just as staff who do not have diabetes are expected to manage their health so that they are able to ensure high quality experiences of the campers.

Individuals that are not living with diabetes are encouraged to apply and staff that are best suited will be offered positions regardless of their diabetes status.

OUR ATLANTIC CAMPS

Camp Morton, Kejimikujik National Park, NS (Session: July 4th-10th, 2026)

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 13-15 living with type 1 diabetes from Nova Scotia, Prince Edward Island and New Brunswick; as well as a Leadership Development program for youth ages 16-17 paired with our Camp Lion Maxwell program.

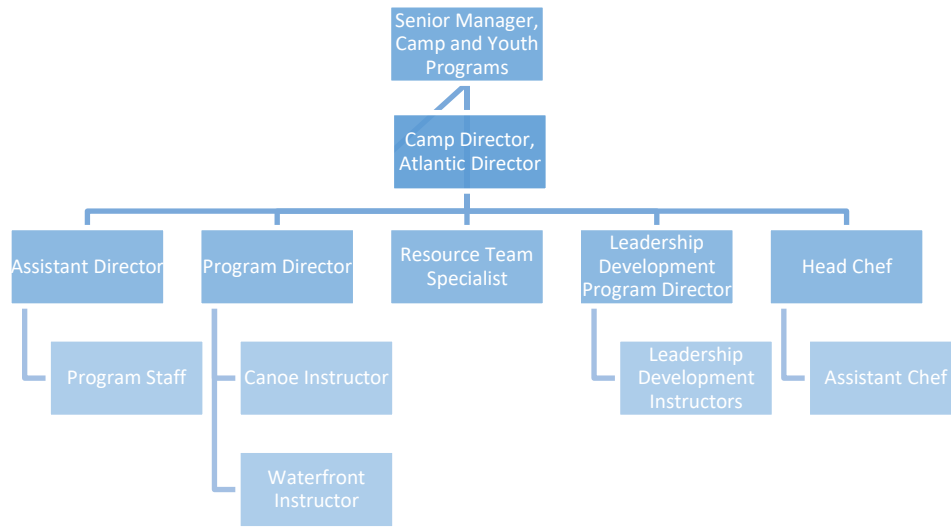
Camp Douwanna, NL (Session: July 20th- 23rd, 2026)

Diabetes Canada has operated Camp Douwanna continuously since 1964. Camp Douwanna is held at Max Simms Camp and Conference Centre in Bishop Falls. Camp Douwanna offers a four day family camp session for families with children and youth with Type One Diabetes. As well as a Leadership Development program for youth ages 16-17.

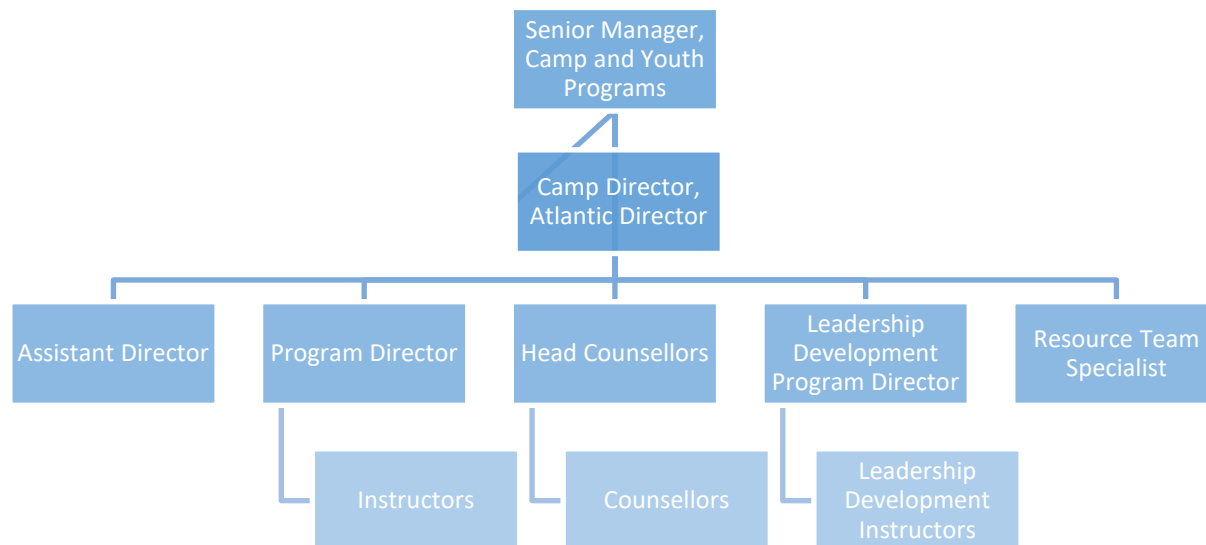
Camp Lion Maxwell, Barss Corner, NS (Session: August 16th- 23rd, 2026)

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 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 16-17 paired with our Camp Morton program.

Camp Morton Organizational Chart



Camp Lion Maxwell Organizational Chart



Atlantic Program Team Staff Compensation Structure

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.

Please note: Resource Team positions begin in June. Staff will work from home. When not on-site during July-August staff will work from home. Applicants will be required to attend work from home training and track hours during this time. Staff will be provided with the equipment necessary to successfully complete their role.

A valid driver's license will be considered an asset for any Resource Team position.

Job Category/ Position	Pay	Notes
Assistant Camp Director	\$625/week	Contract is 6 months, March-August
Resource Team	\$550/week	Contract is 4 months, June-August
Media Specialist	\$500/week	Must be available for all 3 weeks of D-Camps Atlantic
Instructor (Camp Morton, Lion Maxwell, Douwanna)	\$400/week	Returning staff: \$15/ Year **
Counsellors	\$370/week	Returning staff: \$15/ Year **
Camp Morton Culinary Team	\$400/week	Can be compensated up to \$550/week dependent on experience and skills

**Returning staff: up to 3 years

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
17 years of age	No Criminal Record Check Required; Voluntary Non-Disclosure form completed as part of onboarding process.
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; 1. VSS dated within 12 months of the date of hire <u>OR</u> 2. VSS dated within 37 months of the date of hire <u>AND</u> a Criminal Record Check dated within 12 months of hire
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PRE-CAMP STAFF TRAINING

All new and returning Atlantic D-Camps employees are required to participate in a minimum weekend-long training program that serves as the foundation for ensuring that our employees are set up to provide an exceptional camp experience. Permission from the Camp Director is required to miss any part of the staff training. Priority will be given to those employees that can commit to the full training period.

Summer training will be held on-site, at Camp Lion Maxwell

Training is paid; Room and meals will be provided

Staff are required to provide diabetes supplies and insulin for the duration of their contracts. Low treatment and testing supplies will be provided by D-Camps.

Job Category	Training Start Date	Training End Date
Resource Team Training - TBD	TBD	TBD
Program Team Training – Barss Corner, NS	August 16	August 18 th

Resource Team Positions

For a brief description of the below listed positions, please read below. More information is available upon request. Full role descriptions are provided as part of the onboarding package.

Assistant Director (1 Position)

Working closely with the Camp Director, the Assistant Camp Director assists in the implementation of D-Camps programs in Atlantic Canada (NS, NL, NB) with an opportunity to also support Camp Discovery in London, Ontario. The Assistant Camp Director provides significant leadership to the summer camp, family camp, and leadership program operations – ensuring that program delivery is in alignment with the guiding principles of the Diabetes Canada National Camp Guidelines and relevant provincial camping association standards. This position is responsible for all program areas of camp and directly assists the Camp Director in supporting the Resource and Program Teams during the summer. This role will assist in developing and supervising quality programs, staff coaching, and training/onboarding of summer staff, where appropriate. A 6-month contract is available for this position.

Program Director (1 Position)

Working closely with the Camp Director the Program Director will be responsible for the development and implementation of Atlantic D-Camps individual programs. Working with a program team the Program Director will be responsible to provide leadership and mentorship to each member of the program team. The Program Director will also play a critical role in developing and leading staff training. The Program Director will act as a positive role model for all campers, LDPs, instructors and counselling staff and will develop and maintain a professional working relationship with campers, parents, staff, health professionals, alumni, volunteers, supporters, visitors and any other stakeholder.

Resource Team Specialist (1 Position)

Working closely with the Camp Director and The Resource Team the Resource Team Specialist will act as a support for all parts of Camp at the discretion of the Camp Director. This role will also take the lead on all summer social media and photography. The Resource Team Specialist will also play a critical role in developing and leading staff training. The Resource Team Specialist will act as a positive role model for all campers, LDPs, instructors and counselling staff and will develop and maintain a professional working relationship with campers, parents, staff, health professionals, alumni, volunteers, supporters, visitors and any other stakeholder.

Head Counsellors (2 Positions)

Working with the Camp Director, the Head Counsellors will provide leadership, guidance and supervision to counseling staff and campers contributing towards the provision of a positive camp experience for both campers and staff at all of our Atlantic D-Camps program. The Head Counsellor will also play a critical role in developing and leading staff training. The Head Counsellor will act as a positive role model for all campers, LDP, program and counselling staff and will develop and maintain a professional working relationship with campers, parents, staff, health professionals, alumni, volunteers, supporters, visitors and any other stakeholder.

Leadership Development Program Director (2 Positions)

Working closely with the Camp Director and with a Co-Director, the LDP Directors will design and facilitate an exceptional leadership program that will provide youth living with type 1 diabetes the skills and certifications needed to become successful staff in a summer camping environment or an environment working with children and youth at all of our Atlantic D-Camps Programs. The LDP director will be responsible for the interview, selection and communication for all program participants. The LDP director will also play a critical role in developing and leading staff training. The LDP Director will act as a positive role model for all campers, LDP, program and counselling staff and will develop and maintain a professional working relationship with campers, parents, staff, health professionals, alumni, volunteers, supporters, visitors and any other stakeholder

Additional contract work may be available at Camp Discovery.

Camp Morton

Program Staff (6 Positions)

Reporting to the Assistant Camp Director in collaboration with the Program Director the program staff primary focus is working directly with campers, providing support, supervision and ensuring that campers are receiving a high-quality camping experience. Program Staff at Camp Morton are responsible for all program area and instructing in all program areas and actively participate in all activities along with their campers. Counsellors will also work in instruction roles and give leadership to specific program areas throughout camp.

Canoe Instructor (1 Position)

Reporting to the Camp Director, the Canoe Instructor's primary focus is to deliver a quality canoeing experience to all campers and staff. Canoe Instructors will communicate with staff and campers about program plans, and the specific session rules and regulations. Canoe Instructors will also instruct and lead canoe sessions to assigned group of campers.

Waterfront Instructor (1 Position)

Reporting to the Camp Director, the Waterfront Instructors primary focus is to enforce the safety of all camp and staff while on or around the water by implementing a set of rules and regulations for campers and staff. While also working directly with campers, providing support, supervision and ensuring that campers are receiving a high-quality camping experience. Waterfront Instructors will actively and enthusiastically assist in leading all camp programs and participate actively in all aspects of camp life. Waterfront Instructors will instruct and lead waterfront sessions to assigned group of campers and supervise all waterfront activities including swimming lessons, and general swim

Head Chef (1 Position)

Reporting to the Dietetic Coordinator, the Head Chef's primary focus is the preparation of meals for campers and staff while also preparing meals for participants on special diets. The Head Chef is also responsible for maintaining safe and sanitary conditions in work areas.

Camp Lion Maxwell

Counsellor (12-16 Positions)

Reporting to the Head Counsellors, the counsellors primary focus is working directly with campers, providing support, supervision and ensuring that campers are receiving a high-quality camping experience. Counsellors with support area instructors in all program areas and actively participate in all activities along with their campers. Counsellors will also work in instruction roles and give leadership to specific program areas throughout camp.

Instructor (6 Positions)

Reporting to the Program Director, the Instructor's primary focus is to design a program plan that accommodates the different skill levels and abilities of campers, and working directly with campers, instructing and leading sessions. Instructors will communicate with staff and campers about program plans, and the specific session rules and regulations. Instructors will also act as support counselling staff member, taking initiative to assist wherever needed outside regular program and planning time.

Program Areas may include: Archery, Arts, Canoeing, Outdoor Education, Sports & Games, Waterfront/Swimming

HOW TO APPLY

To apply, please complete the online application through the link below. This will take you to our Campbrain Staff application site.

If you require a paper application, require support, or have any questions please contact **Morgan Tobin** at [**morgan.tobin@diabetes.ca**](mailto:morgan.tobin@diabetes.ca)

APPLY HERE

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.

We recommend having all your details ready when applying. This includes work history, education history, certifications, and references – including reference contact information. Once you submit your application, you will not be able to log in to alter it OR submit another application.

Applicants will not be required to upload a copy of their resume and/or cover letter, however, the application will ask for all the same, required information.

If you are interested in multiple positions, please use the "position section" to indicate and outline your preferences or to convey as it relates to individual positions.

Application deadlines

Application deadline for returning applicants is **Friday, December 5th 2025 at 11:59pm.**

Interviews will be scheduled as applications are received, if you apply prior to the deadline and your application is successful, you will be contacted earlier to schedule an interview. Applications received after this deadline will be considered for subsequent rounds of hiring if positions are still vacant.

INTERVIEW INFORMATION

As part of the hiring process, candidates are required to participate in an interview; ideally, one of our Virtual group interviews. A group interview is a great opportunity to best demonstrate an applicant's ability to work collaboratively as a team and problem solve, as well as showcase their leadership styles and personality in a way that is not possible in a traditional individual interview. A group interview typically includes a group discussion, a variety of group initiatives and team-building tasks, and a quick individual interview with a member of the D-Camps senior team.

Group interviews will take place virtually the weekend of January 25th 2026. We are asking applicants to confirm availability as part of the application process.

A group interview is the preferred method of interview for all candidates applying for a counsellor or Instructor position. All interviews will be conducted via Zoom and will require a device that can access the meeting link. Please test the link, and video connection prior to the interview in order to ensure your audio and video are working correctly. Interviews will be conducted during the day and will be in Atlantic Standard Time (AST). Interviews will typically be 45 minutes to 1 hour in length.

Dates and times of interviews will be communicated later in the application process. If you are unable to attend a virtual group interview another interview will be scheduled with two members of the Senior Leadership Team.

Individual interviews will be required for Resource Team positions and will be scheduled in January. Interviews will be conducted over zoom.

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

In the spirit of leadership, personal development, and professionalism during and after this hiring process, D-Camps will only communicate directly with applicants. Guardians are encouraged to empower their young applicants to contact D-Camps directly should they have any questions or concerns.

Questions regarding the application process can be directed to:

Morgan Tobin, Camp Director, D-Camps Atlantic

morgan.tobin@diabetes.ca

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