



Summer camp 2025 Wage chart

Camp Jobs at Dovercourt

Junior Counselors are typically younger or newer camp leaders. Most are 14, while some are 13 or 15. This is the next best step after completing a CIT program, or starting a first experience working with kids. No experience is required for this position although many have completed a Counselor-in-Training program at Dovercourt or elsewhere. Junior counselors are expected to engage with play and camp activities in small groups and are never left alone. Junior Counselors receive ongoing feedback and this is considered a learning/helping role.

Pay: First Year \$130/week, Second Year: \$160/week

Emergency First Aid: required

High Five: Principles of Healthy Child Development: an asset but not required

Standard First Aid & CPR C: an asset but not required

Senior Counselors have at least one full summer of working in a camp, either as a Junior Counselor at Dovercourt or as a counselor at another camp. Counselors are expected to safely manage a group of children (10-15) and lead or facilitate group activities. Counselors are also expected to assist with documentation, reporting, and attendance tracking.

Pay: First Year \$440/week, Second Year: \$490/week, Third Year: \$510/week

Standard First Aid & CPR C: required

High Five: Principles of Healthy Child Development: an asset but not required

Camp Directors have at least three full summers working in a camp setting, either as a Counselor at Dovercourt or at another camp. Camp Directors are responsible for the safety and supervision of the entire camp group (usually 20-30 children) with the assistance of Junior and Senior Counselors. Camp Directors must be comfortable speaking with parents, supervising junior staff, and executing program plans provided to them. This also includes leading group activities, and instructing basic skills in accordance with individual skills/interests. Most Camp Directors are high school graduates, while some may be in grade 11 or 12 with significant experience supervising children year-round.

Pay: First Year \$575/week, Second Year: \$600/week, Third Year: \$625/week

Standard First Aid & CPR C: required

High Five: Principles of Healthy Child Development: required

2025-Summer rates - New Staff

	Starting Weekly Rates	Pre-Camp (7:30 -4:30)	Post camp (8:30-6:00)	Training bonus	Criteria
Jr Counsellors & Camp Buddies	\$130.00	\$160.00	\$180.00	\$100.00	
Counsellors	\$440.00	\$490.00	\$515.00	\$180.00	
Camp Directors	\$575.00	\$650.00	\$685.00	\$220.00	
Specialty Director	Additional (\$50-150 a week)			\$250.00	Additional training and qualifications required. Wages are negotiated based on qualifications and experiences.
Programmers	\$760.00				
Support team (Crew and Office team)	\$700.00				

2025-Returning Staff

	Starting Weekly Rates	Pre-Camp (7:30 -4:30)	Post camp (8:30-6:00)	Training bonus	Criteria
Jr Counsellors & Camp Buddies	\$160.00	\$190.00	\$210.00	\$100.00	
Counsellors	\$490.00	\$515.00	\$560.00	\$180.00	
Camp Directors	\$600.00	\$675.00	\$710.00	\$220.00	
Specialty Director	Additional (\$50-150 a week)			\$250.00	Additional training and qualifications required. Wages are negotiated based on qualifications and experiences.
Programmers	\$760.00				
Support team (Crew and Office team)	\$700.00				

***Training bonuses are paid out when completing the Summer 2025 training at Dovercourt.*

A note about wages

Unlike other jobs, summer camps often don't offer an hourly wage that matches the provincial minimum wage. Some do (like municipalities and others who are unionized), and others don't (like most residential camps). As these are student jobs only (aimed at those age 14-22yrs), they are exempt from minimum wage and other provincial employment standards (like lunch breaks and overtime). Minimum wage exists to ensure that everyone in our community can support themselves and their families with a reasonable livable wage, which Dovercourt wholeheartedly agrees with. Summer camp jobs are not meant to provide a livelihood, nor cover post-secondary tuition. We know that you can get a job in other places and earn minimum (livable) wage and camp jobs are not meant to offer the same. They are meant to provide an amazing summer job experience, with fun people and opportunities for growth, leadership, and learning.

At Dovercourt we also strive to have a very large and diverse camp team. To make this financially feasible and sustainable year-after-year, our wages are kept low in comparison to other job markets, which is no secret.

Those who would like to earn volunteer hours for high school can do so during the summer, simply by forgoing their paycheck for one week and instead earning 40-hours of community service. In this situation your wages for that week get donated back to Dovercourt. This is optional and by request with the manager only.