

# D CAMPS

## 2024 CAMP JEAN NELSON HEALTHCARE TEAM EMPLOYMENT HANDBOOK



**CAMP  
JEAN NELSON  
D CAMPS**

**DIABETES  
CANADA**

## APPLICANTS TO DIABETES CANADA CAMP JEAN NELSON

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 AND MISSION STATEMENT

Vision - A world free of the effects of diabetes.

Mission - 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 diabetes education. Camp also helps youth to gain independence and self-discipline in managing their diabetes. The goals of Diabetes Canada camps are:

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



## OUR CAMP PROGRAM HISTORY

Inspiring Independence Together – since 1953

Diabetes Canada's camping tradition began in 1953 with the opening of the first D-Camp in Eastern Ontario. Since then, our camping program has grown extensively, and the Association now operates 9 overnight camps 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.

### Camp Jean Nelson – Water Valley, AB

Camp Jean Nelson is hosted by Camp Kindle in Water Valley, AB in the foothills of the Rocky Mountains. It runs for two, one-week sessions. Week 1 and Week 2 both serve youth from 7-15 years old. In addition to this, there is a Leadership Development Program for participants ages 16-17 years that runs for the full two weeks. Camp Kindle offers 160 acres of rolling hills, forest and waterways, along with all the modern amenities you need for the perfect camp experience.

At Camp Jean Nelson, campers sleep in dorms with their cabin-mates. The dorms have separate rooms, each accommodating four to 10 campers of the same gender. Each of these beautiful modern dorms is equipped with electric lights, bunk beds, washrooms, showers and counsellor sleeping quarters.

#### **DATES:**

WEEK 1: JULY 22<sup>ND</sup> – JULY 27<sup>TH</sup>, 2024

WEEK 2: JULY 29<sup>TH</sup> – AUGUST 3<sup>RD</sup>, 2024

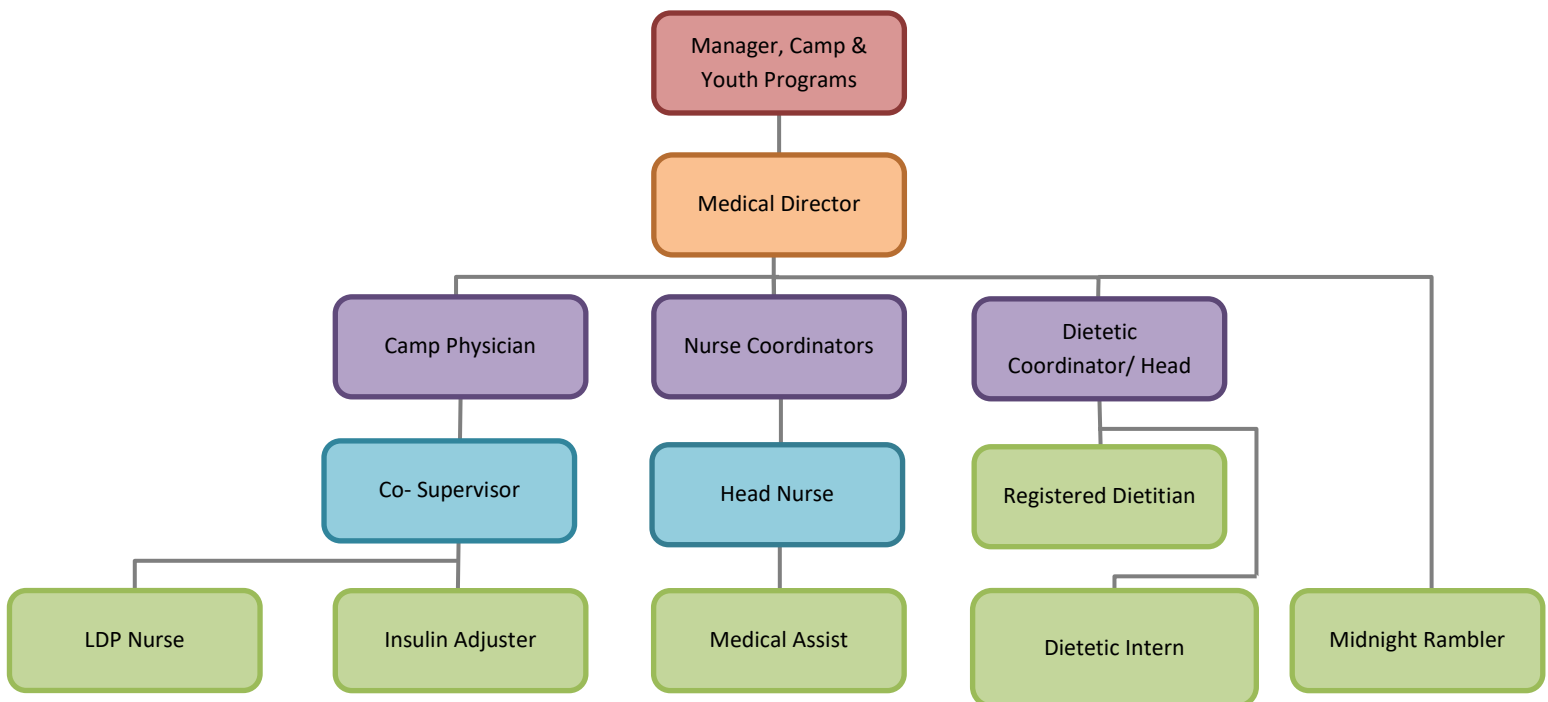


## D-CAMPS CRC-VSS POLICY

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 screening (VSS) within three 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 to 25	You will need a Criminal Record Check only Check can be completed through Back Check, a local police service the RCMP provide
26 and over <u>with</u> a Vulnerable Sector Search (VSS) within last 3 years	You will need a Criminal Record Check only Check can be completed through Back Check, a local police service the RCMP provide Copy of valid VSS must be provided upon hire.
26 and over <u>without</u> a VSS within last 3 years	You will need a Criminal Record Check <u>AND</u> Vulnerable Sector Search Staff/volunteer <u>must</u> visit local police service the RCMP

## CAMP JEAN NELSON HEALTH TEAM ORGANIZATIONAL STRUCTURE



**Please find job descriptions for the following positions:**

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## Camp Jean Nelson Medical Director

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### General

The Camp Medical Director is ultimately responsible for all medical care at camp regardless of whether or not they are on site. The Camp Medical Director is responsible for the leadership of the entire Medical Staff and the delegation of responsibilities to it.

### Responsibilities

- To ensure the overall health, welfare, and safety of campers, and to consult with the Head Nurse and Manager or Camp Coordinator daily
- Medical Director takes medical responsibility when no physician on site
- Assist in recruiting and responsible for final selection of camp physician(s)
- Assist as needed in the recruiting nurse(s), dietitian(s) staff
- Participate in the review of medical supplies lists and recommends additional changes
- Participate in review of appropriate forms/policies and procedures for administrative use and the camp manual
- Participate in the camper's diabetes care while at Camp
- To be aware of all incidents of potential medical significance occurring within the Camp
- Ensures orientation and education for camp counsellors and staff
- Review of all camper medical forms and identify any potential problems; contact parents/physician if any clarification is necessary
- Review documentation and management of all serious medical problems and communicate the conclusion and recommendations to DC
- Provide supervision as necessary and act as a resource for staff in their provision of care to children
- To know and abide by Camp rules

### Skills Required

- Ability to prioritize and deal with stressful circumstances of medical concerns
- Ability to work in a multidisciplinary team
- Effective verbal and written communication skills
- Ability to work in a fast-paced environment
- Strong problem- solving skills
- Confident practicing in an outdoor camp environment

### Education and Experience

- Eligible to practice medicine in Alberta
- Membership in the Canadian Medical Protective Association
- Endocrinologist or have experience in working with children and diabetes management in the camp setting

### Time Commitment

- Be available for recruitment of physicians and of ordering medical supplies pre-camp and for all of the above-outlined tasks for the duration of the Camp Session
- Be available for participation in Camp Committee meetings throughout the year



## Camp Jean Nelson Head Doctor

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### General

The Head Doctor is responsible for providing diabetes management in a camp setting. The overall purpose of the position is to be an integral part of the diabetes care, and overall health of campers.

### Responsibilities

- To ensure the overall health, welfare, and safety of campers
- To be familiar with Medical Staff Responsibilities Handbook prior to camp
- Participate in the review of medical supplies lists and recommends additional changes
- Coordinate/provide orientation and education for camp counsellors and staff
- Participate in the camper's diabetes care while at Camp
- To be aware of all incidents of potential medical significance occurring within the Camp
- Review of all camper medical forms and identify any potential problems; contact parents/physician if any clarification is necessary
- Review documentation and management of all serious medical problems and communicate the conclusion and recommendations to Medical Director/Camp Coordinator
- Provide supervision as necessary and act as resource for DC staff in their provision of care to children
- To stabilize ill campers before transport to another treatment center, and accompany and/or arrange with accepting physician for care and consent
- To facilitate Medical Team meetings on first and last evening of each session
- To know and abide by Camp rules

### Skills Required

- Ability to prioritize and deal with stressful circumstances of medical concerns
- Ability to work in a multidisciplinary team
- Effective verbal and written communication skills
- Ability to work in a fast-paced environment
- Strong problem- solving skills

### Education and Experience

- Eligible to practice medicine in Alberta
- Membership in the Canadian Medical Protective Association
- Endocrinologist, Pediatrician or have experience in working with children and diabetes management in the camp setting

### Time Commitment

- Be available for the entire duration of the Camp Session and other tasks as specified above.

## Camp Jean Nelson Co-Supervisor

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### General

The Camp Co-Supervisor is responsible for helping to ensure that insulin adjusters, assistants, and night ramblers are appropriately supported and supervised in conjunction with the head MD for that week. Teams will be divided between the co-supervisor and the head MD with each role primarily caring for certain teams, but circumstances may necessitate flexibility in that arrangement.

### Responsibilities

- Supervise set up of testing and supplies for assigned teams and assist with supervision of other teams as required by head MD
- Work closely with insulin adjusters and assists to ensure competence and confidence in their defined roles
- Ensure regular review of insulin doses and provide feedback to insulin adjusters and assistants
- Actively participate in camp programs with the assigned teams
- Review night ramblers' performance daily and provide feedback where appropriate
- Facilitate camp participation for night ramblers in afternoons and evenings
- Participate in diabetes care in the infirmary as required
- Provide supervision as necessary and act as resource for DC staff in their provision of care to children
- Know and abide by camp rules

### Skills Required

- Ability to work effectively in a multi-disciplinary team
- Ability to work in a fast-paced environment
- Confidence working with learners of varied levels of ability, including the provision of constructive feedback
- Effective verbal and written communication skills
- Strong problem-solving skills

### Education and Experience

- Physician with recognized special training in diabetes care or Certified Diabetes Educator
- Previous camp experience as medical staff an asset

### Time Commitment

- Be available for the entire duration of the camp session (minimum 1 week)



## Camp Jean Nelson Nurse Coordinator

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### General

The Camp Nurse Coordinator is responsible for the administration and supervision of all nursing functions.

### Responsibilities

- Member of D-Camps camp committee
- Assist in recruiting and responsible for final selection of camp nurse(s)
- Manage the Nurses Station and nursing staff
- Participate in the review of medical supplies lists and recommends additional changes
- Assist in the set-up and supervise blood testing and injection areas and supplies
- Organize and supervise pump site changes
- Participate in the orientation and education of camp counsellors and staff
- Participate in the camper's diabetes care while at camp
- Organize and facilitate systems for nighttime blood glucose testing
- Participate in regular multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- Supervise/delegate nursing duties at Camp
- Supervise daily insulin administration and blood glucose testing
- Teach/supervise/support Insulin Adjustors and Insulin Assists
- Ensure documentation of blood glucose results, insulin dosages, reactions, and any other medical issues
- Ensure all blood glucose equipment is in proper working order
- Ensure all medical and emergency systems are set up and maintained
- Participate in review of appropriate forms/policies and procedures for administrative use and the camp manual
- Be aware of all incidents of potential medical significance occurring within the Camp
- Review of all camper medical forms and identify any potential problems
- To know and abide by Camp rules

### Skills Required

- Able to work in a multidisciplinary team
- Effective verbal and written communication skills
- Ability to work in a fast-paced environment
- Strong problem- solving skills

### Education and Experience

- Registered Nurse licensed in Alberta
- Diabetes educator or have experience in diabetes management and working with children and diabetes management in the camp setting

### Time Commitment

- Be available for the entire duration of the Camp Session and other tasks as specified above
- Be available for participation in Camp Committee meetings throughout the year



## Camp Jean Nelson Head Nurse

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### General

The Camp Nurse is responsible for the diabetes care and safety of the campers to which s/he is assigned by supervising and/or carrying out the diabetes care program delegated by the Nurse Coordinator and/or Medical Director.

### Responsibilities

- Help supervise blood testing
- Organize and supervise insulin administration
- Supervise pump site changes
- Participate in and help with orientation and education for camp counsellors and staff
- Participate in the diabetes care in the infirmary
- Participate in, and assist Nurse Coordinator in the organization and facilitation of systems for nighttime blood glucose testing
- Participate in daily multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- Ensure documentation of blood glucose results, insulin dosages, reactions, and any other medical issues
- Ensure all blood glucose equipment is in proper working order
- Ensure all medical and emergency systems are set up and maintained
- To be aware of all incidents of potential medical significance occurring within the Camp
- Participate in medical coverage on out-trips and activities
- Teach and support Insulin Adjustors and Insulin Assists
- Review of all camper medical forms and identify any potential problems; contact parents/physician if any clarification is necessary
- To know and abide by Camp rules

### Skills Required

- Able to work in a multidisciplinary team
- Effective verbal and written communication skills
- Ability to work in a fast-paced environment
- Strong problem- solving skills

### Education and Experience

- Registered Nurse licensed in Alberta
- Diabetes educator or have experience in diabetes management and working with children and diabetes management in the camp setting
- Experienced with insulin pumps, CPT credential an asset

### Time Commitment

- Be available for the entire duration of the Camp Session and for other tasks as specified in Position Duties.

## Camp Jean Nelson Dietetic Coordinator

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### General

The Camp Dietetic Coordinator is responsible for coordinating/supervising or delegating all nutrition-related needs to appropriate camp personnel.

### Responsibilities

- Member of Camp Committee
- Establish and/or review camp nutrition protocols
- Develop/maintain forms for nutrition/administrative use and camp manual
- Establish and/or review camp menus (including special diets)
- Assist in recruiting and responsible for final selection of Camp Dietitians and Camp Dietetic Interns.
- Participate and/or support the orientation of Camp Head Dietitian, Dietitian and Dietetic Interns.
- Participate in and help with orientation and education for camp counsellors and Staff
- Work with DC camp coordinator to ensure all necessary food supplies are available at camp
- Organize the setup of nutrition provisions at camp, including food supplies relating to the treatment or prevention of hypoglycemia.
- Provide orientation and ongoing support to camp dietitians' and dietetic interns
- Trouble shoot issues impacting the nutrition management of campers during camp session
- Participate in camp planning sessions under the direction of the Dietetic coordinator.
- Support campers in making decisions regarding food choices and carbohydrate counting at mealtimes
- Assist in review camp menus and manage dietary allergies and special dietary requirements.
- Help supervise blood sugar testing during the day and overnight
- Participate in regular multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- Ensure supply of hypoglycemic treatments are available and maintained
- To report incidents of potential medical significance occurring within the Camp
- Provide medical coverage of out-trips and in camp activities
- Review of all camper medical forms and identify any potential nutrition related issues
- To know and abide by Camp rules

### Skills Required

- Able to work in a multidisciplinary team
- Effective verbal and written communication skills
- Ability to work in a fast-paced environment
- Strong problem- solving skills

### Education and Experience

- Registered Dietitian in good standing
- Must meet eligibility for Certified Diabetes Educator or experience in diabetes management and working with children and diabetes management in the camp setting

### Time Commitment

- Be available to participate in Camp Committee meetings throughout the year



## Camp Jean Nelson Head Dietitian

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### General

The Camp Head Dietitian provides leadership to camp dietetic staff during the assigned camp session. They will also be responsible for the diabetes care and safety of the campers on the team to which they are assigned.

### Responsibilities

- Provide orientation and ongoing support to camp dietitians' and dietetic interns
- Troubleshoot issues impacting the nutrition management of campers during camp session
- Participate in camp planning sessions under the direction of the Dietetic coordinator.
- Support campers in making decisions regarding food choices and carbohydrate counting at mealtimes
- Assist in review camp menus and manage dietary allergies and special dietary requirements.
- Help supervise blood sugar testing during the day and overnight
- Participate in regular multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- Ensure supply of hypoglycemic treatments are available and maintained
- To report incidents of potential medical significance occurring within the Camp
- Provide medical coverage of out-trips and in camp activities
- Review of all camper medical forms and identify any potential nutrition related issues; contact parents/physician for clarification as necessary
- Prepare report detailing areas of strength and areas of improvement for the dietetic coordinator.

### Skills Required

- Able to work in a multidisciplinary team
- Effective verbal and written communication skills
- Ability to work in a fast-paced environment
- Strong problem-solving skills

### Education and Experience

- Registered Dietitian in good standing
- Must meet eligibility for Certified Diabetes Educator or have experience in diabetes management and working with children and diabetes management in the camp setting
- Previous diabetes camp experience

## Camp Jean Nelson Insulin Adjuster

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### General

The Insulin Adjuster is responsible for the diabetes care and safety of the campers on the team to which they are assigned by supervising and/or carrying out the diabetes care program delegated by the Medical Director.

### Responsibilities

- Help supervise blood testing
- Set-up and organization of teams testing area and supplies
- Work closely with Insulin Assists and Dietetic Assists on team to organize and supervise insulin administration
- Make decisions regarding insulin adjustments and dosages for campers
- To actively participate in all programs with the team of campers to which you have been assigned
- To support Camp Counsellors with camper care, supervision
- Participate in the diabetes care in the infirmary
- Participate in regular multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- Ensure documentation of blood glucose results, insulin dosages, reactions and any other medical issues
- Ensure all blood glucose equipment is in proper working order
- Ensure backpack is stocked and additional emergency supplies are available and maintained
- To be aware of all incidents of potential medical significance occurring within the Camp
- Participate in medical coverage on activities
- To know and abide by Camp rules

### Skills Required

- Able to work effectively in a multi-disciplinary team
- Ability to work effectively in a fast-paced environment
- Confidence working with children between the ages of 7- 16 years of age
- Effective verbal and written communication skills
- Strong problem- solving skills

### Education and Experience

- A participant in an internship or residency program recognized by the College of Physicians and Surgeons of Alberta or Certified Diabetes Educator
- Membership in the Canadian Medical Protective Association
- Able to administer direct health care under supervision of Medical Director

### Time Commitment

- Be available for the entire duration of the Camp Session and for other tasks as specified in Position Duties.

## Camp Jean Nelson Medical Assist

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### General

The Insulin Assist is responsible for the diabetes care and safety of the campers on the team to which they are assigned by supervising and/or carrying out the diabetes care program delegated by the Medical Director.

### Responsibilities

- Help supervise blood testing
- Set-up and organization of teams testing area and supplies
- Work closely with Insulin Adjustor and Dietetic Assists on team to organize and supervise insulin administration
- Support Insulin Adjustor in making decisions regarding insulin adjustments and dosages for campers
- To actively participate in all programs with the team of campers to which you have been assigned
- To support Camp Counsellors with camper care, supervision and support
- Participate in regular multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- Ensure documentation of blood glucose results, insulin dosages, reactions and any other medical issues
- Ensure all blood glucose equipment is in proper working order
- Ensure backpack is stocked and additional emergency supplies are available and maintained
- To be aware of all incidents of potential medical significance occurring within the Camp
- Participate in medical coverage on activities
- To know and abide by Camp rules

### Skills Required

- Able to work effectively in a multi-disciplinary team
- Ability to work effectively in a fast-paced environment
- Confidence working with children between the ages of 7- 16 years of age
- Effective verbal and written communication skills
- Strong problem- solving skills

### Education and Experience

- Currently enrolled in a medical sciences program or other related, relevant healthcare studies

### Time Commitment

- Be available for the entire duration of the Camp Session and for other tasks as specified in Position Duties.

## Camp Jean Nelson Dietitian

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### General

The Camp Dietitian supports the nutrition management of campers under the direction of the Camp Head Dietitian and/or coordinator.

### Responsibilities

- Support campers in making decisions regarding food choices and carbohydrate counting at mealtimes
- Assist in review camp menus and manage dietary allergies and special dietary requirements.
- Help supervise blood sugar testing during the day and overnight
- Participate in regular multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- Ensure supply of hypoglycemic treatments are available and maintained
- To report incidents of potential medical significance occurring within the Camp
- Provide medical coverage on out-trips and in camp activities
- Review of all camper medical forms and identify any potential problems; contact parents/physician if any clarification is necessary
- To know and abide by Camp rules

### Skills Required

- Able to work effectively in a multi-disciplinary team
- Ability to work effectively in a fast-paced environment
- Confidence working with children between the ages of 7- 16 years of age
- Strong problem- solving skills

### Education and Experience

- Registered dietitian
- Certified Diabetes Educator an asset
- Clinical experience in diabetes management preferred.

## Camp Jean Nelson Dietetic Intern

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### General

The Dietetic Intern supports the nutrition management of campers under the supervision of the Camp Head Dietitian and/or coordinator.

### Responsibilities

- Support campers in making decisions regarding food choices and carbohydrate counting at mealtimes
- Assist in review camp menus and manage dietary allergies and special dietary requirements.
- Support blood sugar testing during the day and overnight
- Participate in regular multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- To report incidents of potential medical significance occurring within the Camp
- Provide medical coverage on out-trips and in camp activities
- Review of all camper medical forms and identify any potential problems; contact camp head dietitian if any clarification is necessary
- To know and abide by Camp rules

### Skills Required

- Able to work effectively in a multi-disciplinary team
- Ability to work effectively in a fast-paced environment
- Confidence working with children between the ages of 7- 16 years of age
- Effective verbal and written communication skills
- Strong problem- solving skills

### Education and Experience

- Students in an accredited dietetic internship program as part of their practicum rotation.



## Camp Jean Nelson Midnight Rambler

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### General

The Midnight Rambler's is responsible for assisting with nighttime testing, and to provide assistance to the DC staff with various indirect patient care duties.

### Responsibilities

- To cooperate with other members of the medical team to ensure the overall health, welfare and safety of campers
- To help with midnight and 3:00-AM blood sugar testing under the direct presence and supervision of a physician or nurse at all times
- To help counsellors and DC staff in the treatment of campers having minor hypoglycemic events
- To provide an extra hand for Medical and Nursing and Dietitian Staff for various tasks (e.g. restocking crash kits, preparing and offering snacks, traffic control)
- The Midnight Rambler may observe—but will not help with—insulin injections and insulin pump management
- To know and abide by Camp rules

### Skills Required

- Ability to work in a multidisciplinary team
- Ability to work in a fast-paced environment
- Strong problem- solving skills

### Education and Experience

- The Midnight Rambler position is designed for a medical student, a nursing student or a mature undergraduate student with an interest in children with diabetes

### Time Commitment

Be available for the entire duration of the Camp Session

- In general, the Midnight Rambler will be working evenings and many nights and will have the daytime hours to themselves

## Camp Jean Nelson LDP Nurse

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### General

The LDP Nurse Coordinator is responsible for the administration and supervision of all nursing functions for LDP participants.

### Responsibilities

- Review of all camper medical forms and identify any potential problems; contact parents/physician if any clarification is necessary
- Participate in all on and off-site programs, activities, and trips
- Set up and supervise blood testing and injection areas and supplies
- Organize and supervise pump site changes
- Coordinate/provide orientation and education for camp counsellors and staff
- Participate in the diabetes care while on and off-site
- Participate in daily multidisciplinary team meetings/updates regarding day-to-day diabetes management of campers
- Supervise/delegate daily insulin administration and blood glucose testing
- Ensure documentation of blood glucose results, insulin dosages, reactions and any other medical issues
- Ensure all blood glucose equipment is in proper working order
- Ensure all medical emergency systems are set up and maintained
- Participate in review of appropriate forms/policies and procedures for administrative use
- Be aware of all incidents of potential medical significance occurring within the Camp
- To know and abide by Camp rules

### Skills Required

- Able to work in a multidisciplinary team
- Comfortable participating in multi-day wilderness excursions (ie. Hiking, canoeing, kayaking, rock climbing, etc.)
- Effective verbal and written communication skills
- Ability to work in a fast-paced environment
- Strong problem- solving skills

### Education and Experience

- Registered Nurse or Nurse Practitioner
- Diabetes educator or have experience in diabetes management and working with children and diabetes management in the camp setting

### Time Commitment

- Be available for the entire duration of the Camp Session and other tasks as specified above

## HOW TO APPLY

To apply, please complete the online hiring form found through the links below. If you require a paper application, please contact us.

**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 15, 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.

**Questions about the application process? Please contact:**

**Cale Allen, Camp Director, D-Camps West:** [cale.allen@diabetes.ca](mailto:cale.allen@diabetes.ca)

**[APPLY HERE](#)**

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](http://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](mailto: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](mailto: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.

