



Expression of Interest Laagrijuht/Laagriabijuht

Camp Leader / Assistant Camp Leader

Sörve 2027



<http://Sörve.org.au/>

Facebook: [Sörve Summer Camp](#)

**All Expressions of Interest (EOI) must be received by
5pm Sunday 8th March 2026
(Late applications will not be considered)
Email to admin@sorve.org.au
Any enquiries/questions please contact; admin@sorve.org.au**



Application Form

The following form is to be completed by anyone who would like to apply to be Laagrijuht (Camp Leader) or Laagriabijuht (Assistant Camp Leader) for Sõrve 2027.

This questionnaire will assist us in compiling important information regarding your skills, attributes and involvement within the Estonian community and will help with the planning of camp activities.

By signing this Expression of Interest below you acknowledge that you have read and understood the Leadership Information Pack supplied with this Expression of Interest.

Best practice suggests and in keeping with protocols from similar Estonian Children's Camps, EOI's for leadership roles need to include a reference from two individuals from within the Estonian community who are able to provide us with an independent view of your capacity and capability to be considered as Laagrijuht/Laagriabijuht. It should not be provided by a family member. A standardised referee questionnaire is attached for your use and is considered to be a part of the selection process.

If you have provided character references within the past three years, you are not required to resubmit them.

Being a part of the Sõrve leadership group requires a lot of hard work and dedication. You will find this is a rewarding experience if you are prepared to make the effort. You will be constantly on the move, probably have less sleep than what you are used to. However, we expect that you will still maintain composure and the ability to make sensible quick decisions.

As part of the application process, if your application proceeds, you may be requested to attend a face to face interview with the selection panel that will include the current President of Sõrve Sõbrad, one other member of the Sõrve Sõbrad and two independent members from the Estonian community.



2027 SÕRVE EOI FORM

Name:			
Address: Town/State/Postcode			
Email:			
Phone (Home):		Phone (Mobile):	
Date of Birth:		Occupation:	

Please provide your valid WWCC number:

Are you a Member of Sõrve Sõbrad?

Sõrve will run from Sunday, 3 January – Sunday, 10 January 2027. Are you available to attend full time?

Can you commit to attending all pre-camp planning meetings throughout the year?

Estonian Language:

The Estonian language sits at the heart of Estonian culture and is woven through many of our camp activities. It's an important part of who we are and why Sõrve exists. We warmly encourage participants to have some understanding of Eesti keel and to feel open to using it during their time at Sõrve.

What is your skill level?

Fluent Moderate Basic Nil

Would you feel comfortable using your Estonian language during Sõrve?

What steps can you take to increase your language skills?



Background

Have you attended Sõrve as an elanik (child)?

Have you attended Sõrve as an adult?

Have you been a Juht at Sõrve?

Have you had leadership experience at another children's camp?

Please provide details:

Have you attended an equivalent Estonian children's camp as an elanik?

Please provide details:

The role of Laagrijuht/Laagriabijuht at Sõrve 2027

What position(s) in the Juhtkond (leadership group) have you previously held?

Provide examples of your experiences in these previously held roles that would demonstrate your leadership skills now?

Have you any other demonstrated ability to organise and manage a weeklong camp for children?
(Provide details)

Can you commit to organising all pre-camp planning meetings throughout the year?

Please list any recognised qualifications, awards, or certificates you have that would assist you in your role as Sõrve Laagrijuht/Laagriabijuht. (*E.g. childcare, teaching, leadership courses, management courses, Duke of Edinburgh award*)

What other skills will you bring into these positions?

Can you commit to being present at all relevant activities during camp and to maintaining a good interaction with the elanikud?



Would you feel comfortable stepping into a visible leadership role at Sõrve during camp being the 'face of Sõrve' — actively engaging with children, parents and adults, and providing a calm, respected presence throughout the program?

General Community Involvement

The Sõrve community is an integral part of the wider Estonian community in Australia. Many people who have attended Sõrve have gone on to have an involvement in cultural activities, served on committees, done volunteer work etc as a way of supporting the wider community.

Are you able to share any ways you've been involved in the community outside of Sõrve?

In accordance with the Sõrve Constitution Object "(a) Maintain and promote Estonian culture, language, customs, traditions and community amongst young people of an Estonian background in Australia" How would you describe your understanding of Estonian culture and history, in particular that relating to Sõrve?

Can you contribute to cultural activities while at camp such as: Eesti keel, laulid, rahvatants, käsitöö, etc? Please provide details.

Fostering Leadership Skills and Mentoring

In accordance with the Sõrve Constitution, Object "(b) Develop social, organising, leadership and teamwork skills amongst young people of an Estonian background in Australia" and "(c) Identify and train future potential juhid of the Estonian community in Australia"

Can you demonstrate an ability to mentor members of the Juhtkond, particularly the abijuhid to help them develop the leadership skills needed? Please provide examples.



Fundraising

Sõrve Sõbrad is a community funded, not for profit, volunteer organisation. Fees charged do not cover all costs involved in putting on Sõrve - insurances, first time and third child discounts, instructor sports fees, craft and activity expenses, vimplid production etc

How have you helped with fundraising in the past and in what capacity? Please provide examples.

As per Point 6 of the leadership group criteria, can you commit to help organise/attend fundraising activities throughout the year?

Do you have any fundraising suggestions?

Other Requirements

Are you over 25 years of age?

In accordance with Item 16 of the Sõrve Risk Management Plan, can you confirm that you will not have responsibility for any family member while undertaking leadership responsibilities. If attending with child/ren, a full time support person, with no camp responsibility, is required to accompany you.

Will you commit to fostering and maintaining a good working relationship with Sõrve Sõbrad?

Will you commit to attending Sõrve Sõbrad meetings as a co-opted member when required?

Mentor

For the role of Laagrijuht we request that you nominate someone from the Sõrve community to act as your mentor. This person should be an experienced, trusted advisor who supports, coaches, and guides you in reaching your full potential in the role. They should offer wisdom, share knowledge, and provide emotional support to help navigate the challenges you may encounter during the preparation for and running of Sõrve.

Who would you nominate as a mentor from the Sõrve community, and how would they support and guide you in your role as Laagrijuht?



Other roles

If you are unsuccessful in your application for Laagrijuht/Laagriabijuht for Sõrve 2027 would you still like to be considered for a position in the Juhtkond?

Additional Questions

Give a short constructive answer to the following scenarios:

1. It has come to your attention that bullying has been identified within the camp. What steps would you take to resolve this?
2. A troublesome elanik has received 2 strikes from various Juhid. What are the next steps you take?
3. A parent has brought to your attention a concern they have with the safety of a specific activity being provided for their children. What steps do you take so these concerns are addressed?
4. How would you approach a situation where you notice a member of the Juhtkond is not fulfilling their responsibilities during a sporting activity? Please provide details of your steps.
5. How would you set the agenda and manage the Juhtkond in nightly briefing meetings?
6. How would you approach any misunderstandings between the Juhtkond and the Sõrve Sõbrad to help ensure they are resolved constructively and don't escalate?
7. Part of your role is to help Sõrve Sõbrad select the Juhtkond. What attributes would you look for to ensure that the Constitutional Objectives are maintained?



8. The Kultuurijuht has suggested a theme for Sörve 2027 but you know nothing about it. How would you go about becoming more aware of the topic?

All questions of the EOI are to be completed – please note the following check list.

- I have read and fully understand the *Request for Expressions of Interest for the position of Laagrijuht/Laagriabijuht for Sörve 2027*.
- I have read and understand the Juhtkond Information Pack
- I have read and understand the Sörve Risk Management Plan and Code of Conduct
- I have completed the application to the best of my ability
- I have sent the Reference form to two people within the Sörve community and asked that they be returned directly to admin@sorve.org.au by 8th March 2026
- I have nominated someone to be my Mentor (Laagrijuht only)
- I acknowledge that my Expression of Interest will be taken on its merits and that having held previous leadership roles with Sörve does not offer assurance of re appointment.

Signed	Date: / /
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Referee Questionnaire

This form is intended to provide Sõrve Sõbrad with additional information about the applicant in their quest for appointment as Laagrijuht at the next Estonian Children's Summer Camp -Sõrve.

Sõrve is the name given to the Camp conducted at Point Wolstoncroft NSW Sport and Recreation camp in January annually.

Sõrve has been in operation since 1953 and aims to provide an activity packed camp catering to all age groups and to promote Estonian heritage within a safe environment. Our camp targets children from birth to 18years with Estonian heritage and we aim to provide an environment that preserves and develops strong friendships and a leadership group. The Sõrve Juhtkond Group is a unique group of people who give an enormous commitment to volunteer their time and coordinate the week's activities. Volunteer Juhid have a variety of skills and experiences in a broad range of areas and Sõrve Sõbrad aims to utilise these individual and collective skills to the best effect.

NOTE: *The information on this form is confidential and will not be seen by the applicant at any time.*

The applicant must hand this form to the referee and if the referee could please complete and return this form directly to the following address no later than 8th March 2026

The Secretary, Sõrve Sõbrad – admin@sorve.org.au

Applicant's Name:
Position Applying for:

Referee's Name:
Referee's Contact Number:



SYDNEY ESTONIAN PARENTS' AND FRIENDS' ASSOCIATION INC. - 'SÖRVE SÖBRAD'

In what capacity do you know the applicant and for how long?

What are the applicant's strengths?

What are the applicant's weaknesses?

How would you rate the applicant's character and work ethic?

Please rank the following for the applicant

	Superior	Above Average	Average	Below Average	No Basis to assess
Kindness /compassion/ empathy					
Self-Discipline					
Sociability and good humour					
Works with integrity					
Organisational Skills					
Time Management					
Takes Initiative					
Ability to mentor					
Works well in a team					
Punctuality					
Willingness to learn					
Flexibility					
Adaptability					

Additional Comments

How would you rate the applicant emotionally

Laagrijuht / Laagriabijuht



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and in the following areas

	Superior	Above Average	Average	Below Average	No Basis to assess
Conflict Management					
Anger Management					
Ability to cope with stress					

To the best of your knowledge, would you consider the applicant qualified and/or suited to the position of Sõrve Laagrijuht?

ANY FURTHER COMMENTS?

These may include special abilities, co-operation, qualities of leadership, willingness to work hard, personality, appearance, dependability, concerns for others, etc.

Signature: _____

Date: _____