



Rainbow Trout Music Festival Call for Director - 2026

Volunteer Director

Position Overview

The Volunteer Director is responsible for coordinating the festival's volunteers, which typically comprises nearly 200 people who are organized into a dozen or so crews. While the Volunteer Director is responsible for planning volunteer operations, as well as recruiting and training volunteers, most crews have a crew leader that serves as a liaison and assists with scheduling, orienting, and on-site management. **Please note that the Volunteer Director position is a volunteer role.** The selected candidate will be mentored by the outgoing Volunteer Director over the course of 2026-2027.

Location: Winnipeg, MB. In-person is preferred, with possibility of remote attendance. In-person presence is a requirement during the festival weekend, which is outside of Winnipeg.

Reports to: The Rainbow Trout Music Festival Board Chairs.

Commitment: Part-time. 5-15 hours per month from September 2026 - May 2027. Increased hours (20-30 per month) during the weeks around the festival season, May 2027 - August 2027.

Term: One-year term, renewable up to six consecutive years per organizational bylaws.

Qualifications and Experience

The ideal candidate is required to:

- Be 18 years of age or older, a Canadian citizen, and not in a state of bankruptcy
- Be a member in good standing (this requires a \$25 annual fee)
- Uphold the purpose and values of RTMF. See our Safer Spaces Policy below
- Commit to regular meetings throughout the year, operational tasks year-round, and additional responsibilities at the festival
- Have excellent leadership, interpersonal, and communication skills— this role is all about working with people!
- Ability to work independently and as part of a team in a dynamic and collaborative environment
- Strong organizational skills

The RTMF Nominating Committee would consider the following as assets:

- Experience leading a large team
- Experience as an RTMF volunteer

RTMF values inclusion and operates with a strong commitment to safer spaces and anti-oppression. This opportunity is open to all and we encourage folks from diverse communities and backgrounds to apply. Preference will be given to BIPOC (Black, Indigenous, People of Colour) applicants, as well as Two Spirit, trans, non-binary people and women. If you require accommodation to apply, let us know how we can support you by contacting the email below.

Application

In order to be considered for nomination to the board, please submit a short statement of interest (one paragraph will suffice), CV, and the name of two references by **Sunday, July 26, 2026** to Margaret Banka, Co-Chair, at admin@rainbowtroutmusicfestival.com. Please include “Volunteer Director Application” in the subject line of your email.

Applicants will be evaluated by the Nominating Committee and only those selected for an interview will be contacted by Sunday, August 9th, 2026. The Board of Directors thanks all our volunteers for their ongoing support!

Festival Description

RTMF seeks to provide a high quality, low-cost, environmentally responsible outdoor musical festival that promotes a variety of Manitoba musicians, artists and vendors, and brings participants to a Manitoban location rich in natural beauty and local history. This volunteer-run, not-for-profit organization is focused on musical performance, collaborative art making, and exposure to local crafters and food providers.

Festival activities include three days of music, camping, good friends, dancing, and more. RTMF showcases the high level of quality that exists in local music of all genres including rock, electro, hip-hop, blues, jazz, folk, garage, funk, reggae, etc. A small number of out-of-province acts are also included. Its unique programming inspires audiences, challenges the listener, and is complemented by occasional activities throughout the year, usually in Winnipeg.

For over 15 years, RTMF has taken place on the banks of the Roseau River, just south of St. Malo, Manitoba, on the third weekend in August. In 2025, after enjoying many years of successful partnership with landowners Georges and Florence Beaudry, RTMF hosted its final festival at Oroseau Rapids Park. We are excited to be in the process of making a new home for the festival.

Key Responsibilities

Volunteer Communications: Regularly check organizational email inbox and respond to communications accordingly; communicate important deadlines/memos/updates to the volunteer body; update post-festival volunteer survey and disseminate; synthesize post-festival survey findings and report results at post-festival board meeting.

Volunteer Planning and Management: Confirm number of volunteers and crews with RTMF Board; create a master schedule for each volunteer crew; create schedule for festival supervisors; complete inventory of station implements (pens, sharpies, forms, binders, manuals, etc.) and communicate any station needs with the Director of Operations; plan a post-festival volunteer appreciation event.

Volunteer Recruitment: Confirm returning crew leaders; update volunteer application forms annually; coordinate volunteer call postings with Communications Director; and organize volunteer applications and crew schedules in Google Worksheet to support crew selections.

Volunteer Training: Schedule and lead volunteer orientations; update volunteer manuals and volunteer materials; update volunteer orientation slidedeck; and support crew leaders with crew-specific training.

On-Site Volunteer Management: Organize festival site volunteer stations and properly stock them with the appropriate implements; attend daily meetings on-site with RTMF Board; attend daily crew leader meetings on-site; act as liaison between volunteer body and the RTMF Board on-site; support crew leaders on-site.

RTMF Board: Attend monthly RTMF board meetings and Annual General Meeting; update volunteer work plan annually; contribute to RTMF planning; teamwork on committees/projects; attend RTMF events (board retreats and celebrations); determine budget for volunteer operations annually; report costs and reimbursements to the Finance Director.

RTMF Safer Spaces Policy

Rainbow Trout Music Festival events are run on the insistence that all attendees will be respectful and thoughtful to all other attendees, participants and organisers. This means no individual should be made to feel uncomfortable, oppressed, or unsafe by any other individual's opinions or actions.

RTMF values creativity, insightful discussion, and freedom of expression, but not at the alienation or harm of others. We hope people of all genders/non gender aligned, abilities, ages, cultures and sexualities will feel welcome to participate in our events; therefore any form of discrimination is not acceptable.

Harassment, hostility, aggression, and any behaviour– physical or verbal– that demeans or marginalizes will not be tolerated in any form. This may include, but is not limited to:

- Racist, sexist, transphobic, homophobic, ableist, and fatphobic 'jokes' or comments of any kind
- Clothing items or accessories that appropriate another's culture
- Cultural appropriation of any kind
- Catcalling or sexual harassment of any kind

If you have overstepped these boundaries RTMF is committed to holding you accountable for your actions.

Along with RTMF's zero-tolerance for violence, theft, and other harmful acts, RTMF reserves the right to remove any festival attendee that is creating an unsafe atmosphere at the festival. RTMF is committed to community building and holds restorative justice values. Each situation will be assessed on an individual basis.

All concerns brought to the RTMF organisers will be taken seriously and addressed immediately. As a festival attendee and member of the RTMF community, it is crucial that your concerns are brought to us in a timely manner so that they can be addressed immediately. In order to ensure strong channels of communication and support, please communicate with RTMF in the following manner:

- Ask a volunteer to help you find an organiser or visit the Info Tent

- Send us a message via social media (@rainbowtroutmusicfestival)
- Email us at saferspaces@rainbowtroutmusicfestival.com

We are committed to running a safe, accessible, healthy, fun, supportive festival and every person should feel welcomed and accepted.