

SOLSTICE

VOLUNTEER AGREEMENT



Solstice 2025 is a music and arts festival that takes place atop of Rukatunturi, a 500 meter high fell in Ruka, Kuusamo, Finland.

Solstice wouldn't be what it is today without all the dedicated volunteers over the years. And like any other year, we're looking for helping hands to make the 2025 edition better than ever.

By volunteering, you will have a great chance to get to know Solstice inside out, hone your skills and have fun with like-minded people.

We kindly request that you carefully review this [Volunteer Agreement](#) to gain a comprehensive understanding of what awaits you on this journey: what we can offer to you and what we expect from you in return.

1. ENROLLMENT & ADMISSION

Organizing a festival is fun but it's a lot of work. Therefore we'd like you to take your application seriously and only apply if you really are up for coming and committing to your shifts. This way we keep any extra hassle to the minimum ♡

We kindly ask you to try to be as accurate as possible in your application to avoid disappointments or misunderstandings afterwards. That way we will get the best out of it for everyone.

If you have any questions at any point of the application process, please send us an email to volunteer@solsticefestival.fi. We make our best to answer you swiftly.

Filling out an application does not guarantee that you will be chosen as a volunteer. We will carefully go through all applications to make our selection.

We recognize the importance of organizing your trip, so we make our selection as swiftly as we can and communicate our decisions to you **latest by 10th of March.**

Our aim is to compose a team of volunteers where skills as well as motivation are equally embraced, so don't worry if you do not have any previous volunteering experience, okay? Let's go!



2. VOLUNTEERING AT SOLSTICE

When do we need volunteers?

2.1 BEFORE & AFTER THE FESTIVAL

Please scroll further down to **'Solstice Champs and Tech Crew'**.

2.2 DURING THE FESTIVAL

The shifts during the festival serve to provide our visitors the most enjoyable experience possible. Volunteers will be given **two or three shifts during the festival, depending on their preferences and needs.**

Available tasks and teams are: **Wristband Exchange & Info team, Cleaning & Recycling Team, Artist Care Team, Awareness Team, Bar Runner Team, and Stage Tech Support.** These shifts generally run from Thursday afternoon until Saturday night.

In Wristband Exchange & Info team you can already work on **Wednesday** evening. We also welcome a few Cleaning & Recycling Team and Stage Tech Support members stay with us for the **Sunday** clean up and tear down. We determine the dates when we enroll you! You can write in your application if you have specific wishes regarding shifts. We'll see what we can do.

The duration of one shift is 7(ish) hours, depending on the team and the tasks. You will have plenty of time to have fun at the festival before or after your shift. Every volunteer working two shifts will also have one full free festival day. This is a great option if your accommodation and trip are settled and you are only looking for a ticket.

2.3 SOLSTICE CHAMPS & TECH CREW

The fences, tents and stage decks won't go up by themselves. Days of construction and deconstruction offer great insight into what it takes to build a festival site and have everything ready by the time the gates open, and what happens when the visitors have left and the dust starts to settle. This is the best chance to get to know Solstice inside out.

CHAMPS: This role is for the hard-workers out there. We expect you to be available to stay with us at Ruka for one week: work starts on **Tuesday morning 17.6.** and ends after **Sunday 22.6. or Monday 23.6.**

You are an essential part of our building team and make sure the site is ready by Thursday afternoon and then you relax and **have fun and are free-time** during the entire festival 🎉(●_●.)🎉

Before the event, you work on **Tuesday, Wednesday and Thursday.** We expect you to join again for the tear up and stay with us packing up and cleaning the site after the celebrations. You arrive on **Monday 16.6.** and **leave on Monday 23.6. or Tuesday 24.6.** We determine the departure date when we enroll you. You can also write us in your application if you wish to work either on Sunday 22.6. or Monday 23.6.

The tasks vary but are not limited from putting up fences and tents, painting signs, cleaning and running errands. In the application you can choose either '**Heavy-Lift Champ**' (if lifting, carrying and moving heavy stuff around is your thing) or '**Deco Champ**' (if you prefer little lighter duties).

Please be aware we work outside, rain or shine. You should have proper gear to stay warm and dry.

TECH CREW: Building the stage decks, testing the sound, sorting cables. All that jazz. We expect you to be available to stay with us at Ruka for one week: **from Monday morning 17.6. until Monday morning, 23.6. HOX!** Please note that Stage Tech Supports work **during and after the event** and arrive on **Wednesday 19.6.**

Before the event, you work on **Monday, Tuesday, Wednesday and Thursday.** You have one of these days off to explore Ruka area.

You are an essential part of our tech team and make sure the site is ready by Thursday afternoon, and then you relax and **have fun and are free-time** during the entire festival 🎉(●_●.)🎉

We expect you to join again on Sunday for the tear up and stay with us packing up and cleaning the site after the celebrations. You arrive on **Sunday evening 15.6.** and **leave on Monday morning 23.6.**

Please be aware we work outside, rain or shine. You should have proper gear to stay warm and dry.

When you stay with us for a week, we provide an accommodation for the entire duration of your stay! More about that in chapter '5. Accommodation'.

3. COMPENSATION

2 shifts = 3 day festival ticket + one warm meal per shift

3 shifts = 3 day festival ticket + crew accommodation + one warm meal per shift

Solstice Champs & Tech Crew = 3 day festival ticket + crew accommodation + entire festival time is free time for you

On top of the aforementioned, all the volunteers receive:

+ Snacks and non-alcoholic drinks during the working hours

+ Solstice Volunteer Merch

+ Volunteer Certificate upon request

One volunteer shift is 7ish hours, depending on your team and tasks. We try our best to always make it fair for everyone. During the construction the day may sometimes be bit longer if we need e.g. take breaks because of weather conditions.

4. TRAVELING TO SOLSTICE

Solstice Festival takes place in Ruka, Kuusamo, in northern Finland.

Everyone is responsible for their own traveling arrangements and costs.

However, we are always glad to assist you. Just send us an email with your questions to volunteer@solsticefestival.fi and we'll get right back at you.

We listed some helpful information for organizing your trip to Ruka.

4.1 HELSINKI - RUKA - HELSINKI BUS

If you volunteer with us **during** the festival and you come from Helsinki or Oulu, the best way to arrive to Ruka is by one of our roundtrip buses. You can purchase your bus ticket through [Tiketti](#).

Departures on Wednesday & Thursday:

Helsinki-Ruka: Wed 18.6. at 07:00 Kaikukatu 2, Helsinki.

Helsinki-Ruka: Thu 19.6. at 07:00 Kaikukatu 2, Helsinki.

Returns on Sunday:

Ruka-Helsinki: Sun 22.6. at 15:00 MastonAitio, Ruka Valley 15:15 and 15:30 RukaVillage, Ruka

4.2 OULU - RUKA - OULU BUS

Departs on Wednesday:

Oulu-Ruka: Wed 19.6. at 18:55 Oulu Bus Station, at 19:30 Oulu Airport.

Returns on Sunday:

Ruka-Oulu: Sun 22.6. at 8:30 MastonAitio, RukaValley 8:45 and 9:00 RukaVillage, Ruka. The bus arrives around 12:30 to Oulu bus station and at 13:00 at Oulu airport.

4.3 TRAIN & BUS

When you arrive from another city, or you travel from Helsinki before Wednesday 18th, you can take a train to Oulu and continue with a bus to Ruka. Continue from Oulu by taking a [Matkahuolto](#) operated bus to Ruka.

For trains, the schedules can be found via [VR](#), and for buses via [Matkahuolto](#).

Please note that the schedules for June 2025 might not yet be released. They usually go live **three months** prior the traveling dates.

4.4 CAR

If you are planning to take a ride with your car to Ruka, please let us know by sending an email to volunteer@solsticefestival.fi and we can try to arrange a car-pool to save in costs and to be kinder to our environment.

4.5 INTERNATIONAL TRAVEL

Helsinki is accessible from most major cities, and the simplest option to reach Ruka is by Solstice charter bus from Helsinki on Wednesday/Thursday, returning on Sunday. See schedules above. Flying to Kuusamo and taking the airport shuttle or taxi to Ruka is also an option.

5. ACCOMMODATION

If you work **two (2) shifts** during the festival you are responsible for your own accommodation (great option if you are sharing a place with friends and you're only looking for ticket).

If you work up to **three (3) shifts or stay with us for one week (Champs & majority of Tech Crew) you will be given a bed in a crew accommodation for the duration of your stay.** The accommodation will be in Ruka Village in a shared apartment for 4-6 people.

The apartments have everything you need: warm shower, fully equipped kitchen, linens and towels and a sauna.

If you are volunteering with a friend(s) we'll make our best to place you in the same apartment. But please note that you will most likely share the apartment with strangers that hopefully at the end of the stay will be your friends 🤝

There's zero tolerance for harassment, disruptive, and generally unwanted behavior at the festival and this applies to everything, also for crew accommodations.

We expect everyone to honor their fellow-volunteers and staff and to create a welcoming, accepting and appreciating atmosphere. If you experience anything beyond that, please contact Volunteer Manager or Awareness Coordinator immediately.

We will communicate your accommodation arrangements, arrival and departure dates to you **before the festival.**

Generally, majority of the **Tech Crew** are welcomed to arrive to their crew accommodations on Sunday 15.6. and stay until Monday morning 23.6. Stage Tech Support are welcomed to arrive on Wednesday 19.6. and stay until Monday 23.6.

Solstice Champs are welcomed to arrive to their crew accommodation on Monday 16.6. and stay until Monday morning 23.6. or Tuesday morning 25.6., depending on their shift plan.

Volunteers working during the festival are welcome to arrive to their crew accommodation on Wednesday 18.6. and stay until Sunday 22.6. 3pm (if not agreed and organized otherwise).

6. FOOD

We provide one warm meal **per day you're working**. There are also non-alcoholic drinks, water-refill spot, coffee & snacks available at the staff container. At Solstice, when it comes to staff meals, we stick with vegetarian food options, and most of the time vegan.

Please indicate any allergies or other food preferences in your application.

7. YOUR COMMITMENT

As a volunteer at Solstice we expect you to commit to following:

- Meet up on time for your shift and not leave the assigned post before the shift is over
- Perform tasks according to the given instructions
- Not be under the influence of alcohol or other substances while on working
- Not make statements to the press on behalf of the festival, but refer them to the Volunteer Manager or other members of the production team
- Let your team leader or Volunteer Manager know asap if you're sick and unable to work your planned shift
- We organize an info session for all the volunteers at the site before the festival (on Thursday afternoon). We expect you to take part. If you're arriving later please inform!

8. OUR COMMITMENT

- Provide safe and encouraging working atmosphere for everyone
- Provide all our volunteer 3 day festival ticket and when agreed upon, an accommodation (for 3 shifts or more) and minimum one warm meal a day
- Provide a comprehensive guidance for your tasks and duties before and/or on the spot
- Make our best that everyone has fun and gains a deeper understanding of what festival production is about

The most important for us is that you just do your best and always ask if you have questions! There are always staff members reachable.

When you are working at Solstice, you are representing us.

We expect all our guests and staff to honor their fellow festival-goers to create a welcoming, accepting and appreciating atmosphere.

There's zero tolerance for harassment, disruptive, and generally unwanted behavior at the festival. If you witness any, please report to the Volunteer Manager or a staff member immediately. During the festival you may also speak to members of our Awareness Team or Security Team.

Let's take care of each other 

9. CANCELLATION AND NO SHOWS

We understand that unexpected things can happen in life. If you need to cancel volunteering at Solstice 2025, please send an email to volunteer@solsticefestival.fi as soon as possible to inform us.

Please understand that we are counting on you! We accept your request to cancel your shifts in case of a valid reason. If it appears that you just don't care, do not show at all and do not inform us, we will send you an invoice after the festival for the costs we had without not getting anything in return.

No-show fee is between 188 EUR to 265 EUR depending on your promised commitment to us. The fee consists of a cost for a 3 day festival ticket and possible pre-organized accommodation.

The fee only applies if we see no sign of you and cannot reach you to know whats up. We thank you for your understanding (🙏🙏)

10. INSURANCE

Solstice has taken out a legally required insurance for all the volunteers during the duration of their shift.

11. ACCESSABILITY

11.1 ACCESSABILITY ON SITE

The festival is held on top of a fell called Rukatunturi, 490m above sea level, and it is a part of [Ruka Ski Resort](#). The area is rocky, at times challenging to travel and has level changes. We kindly ask you to have this in mind and pack a pair of good shoes with you and be careful when moving around.

11.2 LANGUAGE ACCESSABILITY

Solstice welcomes about a third of its visitors from abroad and like every year, we're expecting also volunteers to join us outside of Finland. Therefore the written language in our application form and in this agreement is English. However, **in all matters**, you can always approach our Volunteer Program Manager Anna-Maija both in Finnish or English language 🤍

By agreeing to volunteer you indicate your agreement with above mentioned terms and conditions. If you have questions or feedback please reach out to volunteer@solsticefestival.fi

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