

VOLUNTEER AGREEMENT



Solstice 2026 is a music and arts festival that takes place atop of Rukatunturi, a 500 meter high fell in Ruka, Kuusamo, Finland.

Volunteers are an essential part of creating Solstice. Throughout the years, people from close and afar have contributed their hands, hearts, and time to help shape Solstice into what it is today. As we prepare for our 6th edition round, we'd like to again extend an invitation to welcome a group of volunteers to strengthen our team before, during and after the festival.

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 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 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.

Every year we receive more applications than we have available positions, so 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.

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?

The application is open until **February 12th**. We recognize the importance of organizing your trip and summer plans, so we make our selection as quickly as we can and communicate our decisions to you by 2nd of March. Every applicant will receive an email from us.

Let's start!



2. VOLUNTEERING AT SOLSTICE

Role descriptions and more info on the duties can be found on our [website](#).

2.1 BEFORE & AFTER THE FESTIVAL 14.6. - 23.6.2026

Please scroll further down to '**Solstice Champs and Lighting & Sound Installation**'.

2.2 DURING THE FESTIVAL 18.6.2026 - 20.6.2026

The shifts during the festival serve to provide our festival-goers 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, 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 some Cleaning & Recycling Team members stay with us for the **Sunday** clean up. We determine the dates when we enroll you.

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 is settled and you are only looking for a ticket. Also, if you work on Wednesday or Sunday, you'll have one free festival day.

2.3 SOLSTICE CHAMPS AND LIGHTING & SOUND INSTALLATION

The fences, tents and stage decks won't go up or go down by themselves. Days of construction and deconstruction offer a 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 16.6.** and ends after **Sunday 21.6. or Monday 22.6.**

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 and settle down on **Monday 15.6., start working on Tuesday 16.6. and leave on Monday 22.6. or Tuesday 23.6.** We determine the departure date when we enroll you.

The tasks vary but are not limited from heavy lifting, putting up fences and tents, painting signs, and running errands. In the application you can choose either '**Heavy-Lift Champ**' (if lifting, carrying and moving heavy stuff around really is your thing) or '**Deco Champ**' (if you prefer little lighter duties, such as putting up signs and posters). We also expect for some knowledge on how to use tools, great eye-hand coordination and detail-oriented way of working.

Please be aware we work outside, rain or shine. You should have proper gear to stay warm and dry and good walking shoes for the challenging terrain.

Also, please keep in mind that as the first festival day nears, things might get busy as we'll need to wrap up tasks on time. It might get hectic, and the pressure could ramp up, making for a pretty intense vibe. You are expected to stay calm, show a safe and responsible attitude towards your work and your fellow volunteers and other team members.

LIGHTING & SOUND INSTALLATION: Assisting our team of lighting and rigging professionals with setting up the lighting and sound systems on multiple stages. This includes laying cables, building trusses, installing PA systems and installing the lighting. All that jazz. We expect you to be available to stay with us at Ruka for one week: **from Sunday evening 14.6. until Monday morning, 22.6.**

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 crew 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 for the tear up on Sunday **21.6.** and stay with us packing up and cleaning the site after the celebrations. You are ready to **leave on Monday morning 22.6.**

Please be aware we work outside, rain or shine. You should have proper gear to stay warm and dry and good walking shoes for the challenging terrain.

Also, please keep in mind that as the first festival day nears, things might get busy as we'll need to wrap up tasks on time. It might get hectic, and the pressure could

ramp up, making for a pretty intense vibe. You are expected to stay calm, show a safe and responsible attitude towards your work and your fellow volunteers and other team members.

When you are staying with us for a week, we provide an accommodation for the entire duration of your stay! Scroll further to read more.

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 & Lighting and Sound Installation = 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 shift is 6-8 hours, depending on your team and tasks. We try our best to always make it fair for everyone. E.g. shifts in Cleaning team might be bit shorter than in Wristband team due to physical intensity of the tasks. During the build up and tear down we take longer breaks and we work at the mercy of the weather, so the days stretch close to 8 hours.

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@solticefestival.fi and we'll get right back at you.

Here we have listed some helpful information for organizing your trip to Ruka. You can also check our website for more.

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 [Resident Advisor](#).

Departures on Wednesday & Thursday:

Helsinki-Ruka: Wed 17.6. at 07:00 Kaikukatu 2, Helsinki.

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

Returns on Sunday:

Ruka-Helsinki: Sun 21.6. at 12:00 MastonAitio, Ruka Valley 12:15 and 12:30 Ruka Village, Ruka

4.2 OULU - RUKA - OULU BUS

Departs on Wednesday:

Oulu-Ruka: Wed 17.6. at 18:15 Oulu Airport, at 18:50 Oulu Bus Station

Returns on Sunday:

Ruka-Oulu: Sun 21.6. at 8:30 MastonAitio, RukaValley 8:45 and 9:00 RukaVillage, Ruka. The bus arrives at 12:30 to Oulu airport and 13:00 to Oulu bus station.

Departs on Thursday

Oulu-Ruka: Thu 18.6. at 14:30 Oulu Airport, at 14:50 Oulu Bus Station

Ruka-Oulu: Sun 21.6. at 11:00 MastonAitio, RukaValley 11:15 and 11:30 RukaVillage. The bus arrives at 15:00 to Oulu bus station and 15:30 to Oulu Airport.



4.3 TRAIN & BUS

When you arrive from another city, or you travel from Helsinki before Wednesday 17th, 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 Matkahuolto bus schedules for June 2026 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. We also have a car pool group at [Facebook](#).

4.5 INTERNATIONAL TRAVEL

Helsinki is easily 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 & Lighting & Sound 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 4-8 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      <img alt="smiley face" data-bbox="18060

Generally, the Lighting & Sound Installation Crew is welcomed to arrive to their crew accommodations on Sunday 14.6. and to stay until Monday morning 22.6.

Solstice Champs are welcomed to arrive to their crew accommodation on Monday 15.6. and stay until Monday morning 22.6. or Tuesday morning 23.6., depending on their shift plan.

Volunteers working during the festival are welcome to arrive to their crew accommodation on Wednesday 17.6. and to stay until Sunday 21.6. 3pm (if not agreed and organized otherwise, e.g. parts of the Cleaning & Recycling Team).

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, all the staff meals and snacks are vegetarian, mostly vegan. Please indicate any allergies or other food preferences in your application.

All the accommodations at Ruka are equipped with kitchens and there are grocery stores around, so you can cook yummy meals outside the working hours. There are also several restaurants if you're not into cooking.

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 working
- Be calm and friendly, show a safe and responsible attitude towards your work and your fellow volunteers, other team members, festival-goers and artists

- 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 one warm meal a day**
- Provide a comprehensive guidance for your tasks and duties before and/or on the spot and support and help during the shifts
- 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.

9. CANCELLATION AND NO SHOWS

We understand that unexpected things can happen in life. If you need to cancel volunteering at Solstice 2026, 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 what's up. We thank you for your understanding (◦‿◦)

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 Care Team or Security Team.

Let's take care of each other ❤

10. INSURANCE

Solstice takes 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, 500m 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 lots of 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



See you at the top!