



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

SUPERIOR DOUGLAS COUNTY FAMILY YMCA – JOB DESCRIPTION

Job Title: Camp Counselor
FLSA Status: Non-Exempt
Job Type: Seasonal
Reports to: Camp Director
Revision Date: 01/25/2024

Summary/Objective

Camp Counselors provide a safe and fun atmosphere where children can make new friends, learn new skills, and enjoy being outside.

Our Culture

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger, beginning with you.

Essential Functions

- Provides positive leadership and guidance to children in their camp groups
- Develops and implement creative and meaningful activities in one or more of the following areas: archery, fishing, forest exploration, nature activities, gaga ball, group games, team building activities, field games, arts and crafts, and core value conversations.
- Participates in the duties of extended care, swimming, and bus supervision
- Takes responsibility for maintaining discipline in assigned groups
- Attends all assigned meetings or trainings
- Applies basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement, and empowerment of youth
- Implements safety guidelines and assures campers are always properly supervised
- Participates as a member of the camp staff team to deliver opening/closing ceremonies, themed week activities, rainy day activities, and camp events.
- Works to be responsible for a group of 10 to 18 campers throughout the day
- Fosters an inclusive environment appreciative of differences in the workplace. Meaningfully participate in and lead efforts to support the Y's commitment to equity and diversity
- Fosters effective conversation relating to the Y's core values of respect, responsibility, caring, and honesty.

YMCA Competencies

Mission Advancement:

Values: Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs.

Collaboration:

Inclusion: Works effectively with people of different backgrounds, abilities, opinions, and perceptions.

Relationships: Builds rapport and relates to others.

Communication: Listens for understanding and meaning; speaks and writes effectively.

Operational Effectiveness:

Decision-Making: Makes sound judgments, and transfers learning from one situation to another.

Quality Results: Strives to meet or exceed goals and deliver a high-value experience for members.

Personal Growth:

Change Capacity: Demonstrates an openness to change and seeks opportunities in the change process.

Emotional Maturity: Accurately assesses personal feelings, strengths, and limitations and how they impact relationships.

Supervisory Responsibility

This position does not have supervisory responsibilities of any staff.

Work Environment

Camp is held outside for most of the day. All day camp staff will encounter uneven walking conditions and a variety of weather conditions. Staff will be exposed to elements of nature including sun and water. They may encounter ticks and mosquitoes.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Ability to communicate and work with groups participating (age and skill levels) and provide necessary instruction to campers and staff
- Ability to observe camper and staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques
- Visual and auditory ability to identify and respond to environmental and other hazards of the site and facilities and camper and staff behavior
- Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers
- Ability to lift up to 50 pounds
- Operates with daily exposure to the sun and heat and exposure to various animals, plants, and environmental conditions
- Occasionally sit, climb, or balance, and stoop, kneel, crouch or crawl

Position Type/Expected Hours of Work

The Camp Counselor position is a seasonal position.

Travel

Counselors may be required to travel. Travel will generally be conducted by the Superior School District busses from Superior to Camp Tall Pines in the morning, and Camp Tall Pines to Superior in the afternoon. Staff may drive to Camp Tall Pines if approved by the Camp Director.

Required Education and Experience

- Certifications: CPR/AED for the Professional Rescuer or equivalent, and Basic First Aid (required). Training can be provided upon hiring and must be obtained within 60 days. Higher levels of certification are accepted
- Able to accompany campers to main program areas, lead small and large group activities, supervise campers' participation in structure and unstructured activities, demonstrate sensitivity to the needs of campers served, interact appropriately with campers and staff in all types of situations, appropriately model behavior, and use of positive behavior management techniques
- Able to assist campers in emergency (fire, severe weather, injury, etc.). Must have enthusiasm, patience, creativity, common sense, and a commitment to work with children and ability to build relationships with people
- Commitment of supporting principles of equal opportunity and affirmative action to achieve a diverse work environment

Preferred Education and Experience

- At least 17 years of age (or older)
- Previous experience working with children
- Previous experience in one or more of the following areas: outdoor living, archery, boating, camping, sports, aquatics, or recreational games
- Holding a certification as a lifeguard is strongly encouraged and preferred, but not required (Lifeguard classes can be provided for staff who are not certified but are interested in pursuing this opportunity).

Additional Eligibility Qualifications

- The Camp Counselor will be required to pass a background check.

EEO Statement

The Superior Douglas County Family YMCA (the Y) provides equal employment opportunities (EEO) to all employees and applicants for employment without regards to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, the Y complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absences, compensation, and training.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Signatures

Employee signature below constitutes employee's understanding of the requirements, essential functions, and duties of the position.

Employee_____ Date_____