



**YMCA Southcoast
JOB DESCRIPTION**

Job Title: Counselor-Camp
FLSA Status: Non- Exempt

Job Family: Camp
Job Code: KN 107
Revised: March 2011

Position Summary:

Provide leadership and guidance to a group of campers in a range of daily activities.

Essential Functions:

- Provide supervision of campers participating in scheduled camp events.
- Monitor and provide guidance to campers in areas of health and safety, team building, and interpersonal relationships.
- Resolve issues of interpersonal, behavioral, and administrative nature; administer disciplinary action in accordance with camp standards.
- Provide feedback to campers and camp leadership regarding camper progress and concerns; identify and communicate areas for improvement.
- Contribute ideas and suggestions to camp management in areas of program participation growth, camper satisfaction, and retention of campers.
- Maintain awareness of potential health and safety issues, identify hazards, take appropriate action to resolve.

YMCA Competencies:

Mission and Community Oriented: Accepts and demonstrates YMCA values. Works effectively with people of different backgrounds, abilities, opinions and perceptions. Demonstrates a desire to serve others and fulfill a community need. Recruits volunteers and builds effective, supportive working relationships with them.

People Oriented: Seeks first to understand the other's point of view; remains calm in challenging situations. Builds rapport and relates well to others. Listens for understanding and meaning; speaks and writes effectively. Takes initiative in developing others.

Results Oriented: Strives to meet or exceed goals and deliver a high value experience for members. Embraces new approaches and discovers ideas to create a better member experience. Makes sound judgments and transfers learning from one situation to another. Establishes goals, clarifies work, and participates in meetings.

Personal Development Oriented: Accurately assesses personal feelings, strengths and limitations, and how they impact relationships. Pursues self-development that enhance job performance. Demonstrates an openness to change; seeks opportunities in the change process.

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JOB DESCRIPTION**

Job Title: Counselor - Camp (continued)

Qualifications:

- Minimum 16 years of age.
- Minimum 2 years of High School required; High School graduate or minimum one year of college preferred.
- Experience working with children in day camp setting.
- Experience in one or more camp activities including: outdoor living, boating, archery, camping, music, skits, sports, aquatics, recreational games or similar.
- Ability to interact effectively with children and parents on a range of issues.
- Certified, or ability to become certified, within first 30 days of hire in CPR, First Aid, AED, and Child Abuse Prevention.

Physical Demands:

- Required to lift and/or move on occasion up to 50 pounds.
- Required to demonstrate physical stamina and agility, and stoop, kneel, crouch, walk, run, and stand for extended periods of time.
- Ability to react to emergency situations by quick movements, strenuous activity, and communicate verbally in a noisy environment.

I have reviewed the above job description and understand my responsibilities as described:

Print Name: _____ **Date:** _____

Signature: _____ **Date:** _____

YMCA Southcoast reserves the right to change and/or modify the job requirements, responsibilities, and qualifications for this position to meet changing business needs. Further, nothing in this description is intended to represent all functions, duties, and responsibilities of the associate holding this job title, or to alter the at-will nature of their employment. (See HR Policy and Procedures Manual- Disclaimer et al, 1/08)

Understood and Agreed To: Signature: _____ **Date:** _____