

ASHLAND FAMILY YMCA
YMCA Camp DeBoer

Title: Head Counselor

Supervisor: Camp Operations Director

Dates: Seasonal, July 5th – August 13th, 2021

Compensation: \$400-450/week (includes working some weekend programs)

Housing (in camper cabins) and meals are provided during camp sessions

POSITION SUMMARY:

Directly supervises, supports, and mentors cabin counselors. Works with Camp Operations Director and other leadership staff to organize and implement overall camp program. Provides a quality experience to campers and families focused on YMCA core values: honesty, respect, responsibility, and caring. Represents the YMCA and self in a positive and professional manner.

ESSENTIAL FUNCTIONS:

- Promote a positive environment that fosters fun, safety and our YMCA values, whilst uphold, model, and enforce camp policies and code of conduct.
- Connect with each camper quickly, and make campers feel welcome and included. Treat every camper fairly and equally regardless of circumstances and abilities, making each feel good about themselves and encouraging a fun environment.
- Participate 100% with activities; enjoy playing, and not "sit on the sidelines", being visible throughout the day, leading transition times and supervising campers.
- Recognize individual and group situations and effectively resolve conflicts based on camp values and procedures, helping those campers who need extra help.
- Supervise staff: which will include coaching, teaching, modeling, reinforcing, assisting with difficult situations and correcting behavior. Establish, communicate and positively reinforce performance standards for staff; including mid-summer and end of summer evaluations.
- Make a conscious effort to get to know staff as individuals: interests, working style, strengths, areas for improvement, putting a conscious effort into ensuring that it is an impactful, enjoyable summer for staff too.
- Help facilitate daily programming and activities. Add creativity and variety to the camp program with the help of the camp operations director and camp staff.
- Assume On-Duty responsibilities, run meal times, Line ups, make snack, lock up and other responsibilities as mutually agreed upon with a supervisor.
- Be a part of weekend programs and work various weekend events as assigned.
- Treat weekend programs with same mentality and standard as normal camp sessions.

JOB REQUIREMENTS:

- Two summers previous camp staff experience or equivalent preferred.
- Specialized and practical knowledge of/ experience in: cabin leadership, child behavior, peer leadership and supervision; staff management & motivation.
- Integrity, patience, adaptability, sense of humor, enthusiasm, and a commitment to serve youth.

- Ability to train, motivate, support, share insights & ideas with, and supervise resident camp staff; communicate openly with supervisor; organize, facilitate, and evaluate camp, unit, and other activities; support and connect with campers; perform duties as specified in job description and by supervisor; behave as an appropriate positive role model in all camp activities.
- Current CPR, First Aid, AED certifications for duration of the season required. Online trainings and Child Abuse prevention training within 30 days of hire date.
- **Lifeguard certification strongly preferred.** Ability to get certified after hire if interested.

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.

- Regularly required to talk or hear. The employee is frequently required to stand; walk; use hands; and reach with hands and arms.
- Occasionally required to sit; climb or balance; and stoop, kneel, crouch, or crawl.
- Must frequently lift or move up to 50 pounds and occasionally lift or move a higher amount.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- Must participate in programming outdoors.

Signature: _____ Date: _____

The statements of this job description are intended to describe the general nature and level of work being performed by people hired for this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of this position.