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**Job Title: YMCA Camp DeBoer Trails Quest Counselor**  
**Seasonal: 6/23/25 – 7/11/25**  
**Compensation: \$650/week (paid training week included)**

**Department: Overnight Camp**

**Reports To: Camp Program Director**

### **POSITION SUMMARY:**

YMCA Camp DeBoer is a camp and conference center on beautiful Lake of the Woods, in Southern Oregon! We are looking for seasonal camp staff to join our team for an exciting summer where you can have a positive and lifelong impact on kids while building outdoor memories of friendship and fun.

Trails Quest counselors are skilled trip leaders for our week-long backpacking programs for campers ages 14-18. These leaders combine skill building, safety, challenge, and community building to craft an epic week on the trail with up to 10 campers each week. Two Trails Quest counselors lead each program week.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- 1. Primarily responsible for the direction, supervision, and organization of campers while on the YMCA Camp DeBoer campus and on the trail.**
    - Connect with each cabin 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.
    - Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
    - Monitor and redirect youth behavior in alignment with provided training such that youth are safe and able to appropriately participate in camp community life. YMCA Camp DeBoer utilizes trauma informed strategies and a neuroscience-based approach to youth behavior support.
    - Assure campers are safely and effectively supervised at all times.
    - Learn and implement safety guidelines.
    - Collaborate with co-counselor(s) to provide an environment of welcoming, safety, growth and belonging for all campers and staff.
    - Notify leadership staff and request help in the event that a counselor encounters a situation for which they feel inadequately equipped.
    - Other duties as assigned.
  - 2. Lead and participate in the development and implementation of trail-based program activities for campers within the mission and outcomes of the Trails Quest program.**
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- Teach trail skills such as setting up tents and tarps for camp, group meal preparation, gear packing, safe fire use (as allowed by seasonal regulations), water filtration, and trail etiquette.
  - Lead program activities that build connection and community among all campers on the trail and in camp.
  - Provide for the exploration of camper interests and abilities within the camp program framework.
  - Facilitate responsible use of and maintain cleanliness and organization of program equipment.
- 3. Maintain high standards of health and safety in all activities for campers and staff.**
- Provide the daily care of each camper within your supervision including recognition of personal health needs.
  - Ensure that campers receive their medications as directed by health care manager.
  - Be alert to camper and staff needs and assist them with personal and/or health problems, and discuss with camp health manager and/or resident camp program director when appropriate. This may include the provision of wilderness first aid.
  - Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs needed promptly to camp director.
  - Oversee cleanliness of equipment and program storage areas.
  - Assist in emergency procedures such as lost camper searches, emergency evacuations, and waterfront rescues as directed and within the bounds of provided training or certification.
  - Help maintain and clean camp/program facilities each week.
- 4. Be a role model to campers and staff in your attitude and behavior.**
- Follow and uphold all safety and security rules and procedures.
  - Model positive engagement in camp practices and procedures including but not limited to cleanliness, schedule, program activities, and meals
  - Model camp core values and character traits of caring, honesty, responsibility, respect, growth, courage, and optimism, and facilitate intentional and embedded practice of those core values and character traits for campers.
  - Show initiative in recognizing and meeting the needs of the community.

## QUALIFICATIONS

- Ability to make independent decisions that adhere to the purpose, mission, and goals of YMCA Camp DeBoer.
  - 18+ years old.
  - Six months or more of camp or related experience preferred.
  - Previous experience with children and diverse populations, and demonstrated ability to prioritize supervision and camper needs.
  - Positive attitude and adaptable approach to working in a community with changing conditions.
  - Creativity and ability to think on the fly and come up with original ideas, games, songs, skits, activities, etc.
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- Knowledge and skills in program activities and related equipment set-up, and the ability to instruct participants in age appropriate techniques. **Knowledge and skills in wilderness camping and hiking strongly preferred.**
  - CPR/ AED & First Aid certifications and Child Abuse prevention training required (Child Abuse prevention training provide at staff training). **Wilderness First Aid (WFA) or Wilderness First Responder (WFR) strongly preferred.**
  - **Must successfully pass background check.**

### 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 in a variety of settings including those with high ambient noise. 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 (backcountry backpack included) 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, which may include moderate smoke conditions for limited periods of time.
- Must sleep and eat in group settings as part of supervision duties.
- Ability to walk up to 15 trail miles/day on uneven ground while carrying a backcountry backpack.

Employee Signature: \_\_\_\_\_

Employer Representative: \_\_\_\_\_

Date: \_\_\_\_\_

The statements of this job description are intended to describe the general nature and the 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 for this position.

Prepared By: YMCA Camp DeBoer Camp Program Director

Prepared Date: 3/25/2025

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