



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: YMCA Camp DeBoer Cabin Counselor

Seasonal: June – August (specific dates depending on role)

Salary: \$550-\$630/week based on experience & duties

Department: Overnight Camp

Reports To: Sports and Overnight Camp 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 camp memories of friendship and fun.

In their role as primary caregivers and activity facilitators, Camp Counselors bring the feeling of fun and family to camp as they live and work in a camper cabin, with a co-counselor and a cabin group of 12-14 children ages 6-16. The Counselor is responsible for guiding campers through their days of camp activities and fostering personal growth along the way. If you enjoy connecting with kids, rocking silly songs at campfire, building forts for fairies, capturing the flag, splashing in the lake, and tie-dying this might just be the gig for you!

ESSENTIAL DUTIES AND RESPONSIBILITIES

- 1. Assist in the direction, supervision, and organization of campers in their living unit, within activities and throughout the camp in order to meet the intended camper outcomes.**
 - 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.
 - 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 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 program activities for campers within the mission and outcomes.**
 - Responsible for leading and assisting with camp activities including, but not limited to archery, arts & crafts, hiking, boating, swimming, campfires, sports, all camp games, photography, and variety show.
 - Actively participate in all program areas as assigned.
 - 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.
 - 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 cabins and program areas. Help maintain and clean camp facilities each week.
 - 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.
 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.
 - High school diploma preferred.
 - 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.
 - Knowledge and skills in program activities and related equipment set-up, and the ability to instruct participants in age appropriate techniques.
 - CPR/ AED certifications and Child Abuse prevention training required prior to start of camp.
 - **Lifeguard certification strongly preferred.** This certification may be available through Ashland Family YMCA at no cost to the contracted.
 - **Must pass a security clearance and a full 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.

- Occasionally required to run, sit, climb or balance, and stoop, kneel, crouch, or crawl.
- Must be able to lift/move a minimum of 50 pounds.
- 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.

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee Signature: _____

Employer Representative: _____

Date: _____

Ability to perform essential job duties with or without reasonable accommodation and without posing a direct threat to safety or health of employee or others. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Prepared By: Sports and Overnight Camp Director

Prepared Date: 2/11/2026

Approved By: Senior Director of Staff and Member Experience

Approved Date: 2/12/2026
