



Job Title: YMCA Camp DeBoer – Program Leader

Department: Overnight Camp

Reports To: Sports and Overnight Camp Director

Salary: \$895-\$1,025/Week

POSITION SUMMARY

If you enjoy connecting with kids, supporting awesome staff so that they can do their best work, tie-dying socks, singing silly campfire songs, and creating wicked fun activities for youth this might just be the gig for you!

As part of the leadership team, the Program Leader supports the camp experience in three major ways. They

- 1) Design and facilitate super engaging high-quality programming in a program area such as target sports or nature (program area to be determined upon hiring)
- 2) Organize and facilitate camp store systems including scheduling cabin store times, inventorying store merchandise, tracking camper store credit, staffing the store daily when open to campers.
- 3) Act as Master of Ceremonies- lead sign-ups for campfire and talent show, ensure participation from counselors and develop programming that is engaging and entertaining
- 4) Support and mentor cabin counselors by modeling positive and professional conduct and providing direct skill coaching in the areas of youth management.

ESSENTIAL FUNCTIONS

- Promote a positive environment that fosters fun, safety and our YMCA Camp DeBoer values and character traits whilst uphold, model, and enforce camp policies and code of conduct.
 - 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.
 - 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.
 - Build on current camp activity offerings to develop and facilitate a robust and high quality area of programming such as target sports or nature exploration offered during daily camper choice and cabin activity times.
 - Collaborate with the leadership team to plan and facilitate All Camp activities such as the variety show, campfires and All-Camp-Games.
 - Support staff in alignment with leadership team training and approach; provide coaching of skills as requested, model excellent staff behavior and attitude, reinforce camp expectations, assist with difficult situations and correct camper and staff behavior that does not meet our camp community expectations/agreements.
 - As part of the leadership team, establish, communicate and positively reinforce performance standards for staff; contribute to mid-summer and end of summer evaluations.
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- 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.
- Assume On-Duty responsibilities as assigned or as needed including but not limited to, facilitating meal times, Line ups, make or distribute snack, lock/unlock facilities and other responsibilities as assigned by camp program director.
- Provide staff supervision during one assigned weekend over the course of the summer season.
- Help create and facilitate staff training sessions during staff training week as needed.
- Communicate with camp program director and other members of the leadership team to ensure that feedback from campers and staff is shared and addressed in a timely manner.

QUALIFICATIONS

- Two summers previous camp staff experience or equivalent preferred.
- Specialized and practical knowledge of/ experience in: child behavior, peer leadership and supervision; staff management & motivation.
- Specialized and practical knowledge of/ experience in a camp program area such as nature activities or target sports.
- Attention to detail; ability to focus on and effectively execute several different work flows at once.
- Ability to communicate clearly, patiently, and calmly with all people regardless of the demeanor of others. Must be able to communicate in English clearly verbally and in writing. Conversational communication skills in Spanish and ASL are beneficial.
- 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.
- Shows initiative in recognizing and meeting the needs of the community.
- Current CPR, First Aid, AED certifications for duration of the season required. Online trainings and Child Abuse prevention training provided by Ashland Family YMCA within 30 days of hire date.
- **Lifeguard certification preferred.** This training/certification may be available through the Ashland Family YMCA at no cost to a contracted employee.
- **Must successfully pass a background check.**

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.



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WORK ENVIRONMENT & 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 sit, climb or balance, and stoop, kneel, crouch, or crawl.
- Must be able to lift/move a minimum of 50 pounds.
- May be required sleep and eat in group settings as part of supervision duties.

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: Sports and Overnight Camp Director

Prepared Date: 2/11/2026

Approved By: Senior Director of Staff and Member Experience

Approved Date: 2/12/2026
