



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: YMCA Camp DeBoer – Waterfront Program Leader

Department: Overnight Camp

Reports To: Sports and Overnight Camp Director

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

POSTION SUMMARY

If you enjoy connecting with kids, rocking silly songs at campfire, building forts for fairies, capturing the flag, splashing in the lake, tie-dying socks, and supporting awesome staff this might just be the gig for you!

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

- 1) Support and mentor cabin counselors by modeling positive and professional conduct and providing direct skill coaching in the areas of youth management,
- 2) Collaborate with the leadership team to create the staff and camper waterfront schedules.
- 3) Manage YMCA Camp DeBoer Waterfront: Develop and facilitate a robust and safe Waterfront program including instruction in boating (kayaking, canoeing, SUPing); supervise and support lifeguards to ensure effective waterfront safety and programming.

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.
 - Fully engage with activities; playing along with campers & staff, 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.
 - Support staff in alignment with leadership team training and approach; provide coaching of skills, 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.
 - 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.
 - In collaboration with the camp program director develop, model and enforce procedures for waterfront safety and programming.
 - Collaborate with the leadership team to plan and facilitate All Camp activities such as the variety show, campfires and All-Camp-Games.
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- Facilitate daily programming and activities within your program area during activity and cabin times, and all camp activities in the evenings. Add creativity and variety to the camp program in collaboration with other staff.
- 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 facilitates 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: cabin leadership, child behavior, peer leadership and supervision; staff management & motivation.
- Specialized and practical knowledge and skill leading Waterfront programming such as kayaking, canoeing, SUPing.
- 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.
- 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 staff & campers.
- Show 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 required** as this role is responsible for water oversight during all program times. This training/certification may be available through the Ashland Family YMCA at no cost to a contracted employee.
- Must pass a security clearance and a full 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.



WORK ENVIRONMENT & PHYSICAL DEMANDS

- 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.

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: _____

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