Camp Counselor
Position Description

Reports to: Resident Director
Position Status: Full-time, Temporary
FLSA Status: Exempt
Revision Date: November 2019

Job Summary
The Camp Counselor provides a unique blend of instruction, mentoring, and leadership to campers. The Camp Counselor has the primary responsibilities for planning and delivering camp programs that meet the needs and interests of girls, ensuring that girls are involved in the planning of their activities, regulating that those activities are outdoors and hands-on as often as possible, and confirming that each girl is given an opportunity to be actively involved in her own camping experience and that the experience meets the Girl Scout Leadership Experience (GSLE). The Camp Counselor may be assigned a specific area of emphasis based on specific interests and needs of the camp. The Camp Counselor ensures that staff and campers have a safe, fun, positive, fulfilling, and educational summer camp experience that supports membership growth and retention. This position promotes Girl Scouting in the community; and maintains a positive parent, public, and community relations.

Essential Duties and Responsibilities
- Plans, carries out and evaluates girl-led activities, while helping campers develop appreciation and enjoyment for the great outdoors
- Teaches exciting lessons in the outdoors, plays games, explains and demonstrates what it means to be resilient
- Helps each camper in her unit to understand and live up to the Girl Scout Promise and Law
- Embraces the responsibility of the impact that will be made to the lives of the campers and other staff
- Assists in guiding girls to learn to respect the rights of others and to understand differences and similarities of other campers
- Provides a unique blend of instruction, friendship, and leadership to campers
- Leads girls in a variety of enriching activities throughout each day
- Assists in teaching camping skills and appreciation of the outdoors
- Teaches girls safety guidelines and uses safe practice techniques in all areas of the camp program
- Focuses on safety of campers and staff
- Performs the required duties within their assigned unit and leads activities during their assigned period
- Assists in supervising unit housekeeping and sanitation
- Assists in maintaining a clean camp environment
- Supports the total camp community
- Carries out unit duties as delegated by Resident Director and Assistant Director
- Reports any accident or illness to the Camp Director, Resident Director, Assistant Director, or Healthcare Supervisor
- Maintains a positive attitude and treats each camper with kindness and respect, helping each maintain positive well-being and health
- Transport girls, as needed, to off-site programs
- Assists in the opening and closing inventory of camp
- Helps with dining hall cleanup, dishes, outdoor cookouts, and oversight of camper nutrition
- Other duties as assigned

**Supervisory Duties**
This position does not supervise staff, but does oversee the campers assigned to their unit.

**Experience/Education**
- High School diploma or the equivalent; three months to one year experience working with youth, or the equivalent combination of education and experience
- Experience driving passenger vans preferred (CDL not required)
- Minimum of 18 years of age

**Qualifications**
To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Adult membership in Girl Scout organization
- Believe in the purpose and value of Girl Scouting
- Believe in the individuality of each girl camper
- Able to model behavior consistent with Girl Scout Mission, Promise, and Law and apply these principles
- Take pleasure in camping and living in a rustic outdoor setting and a camp community environment
- Able to supervise campers
- Able to work well, individually and in groups, with people of diverse knowledge and experience, and to enlist their cooperative effort
- Possess integrity, sound judgment, enthusiasm, patience, and self-control, and endurance to maintain awareness of the members in the camp community
- Able to think critically, act wisely and assist campers and other staff in an emergency (fire, evacuation, illness, injury)
- Able to supervise campers
• Possess strong leadership skills
• Possess honesty, integrity and trust
• Possess organizational skills, analytical skills, and attention to detail
• Possess basic first aid and CPR certification or willingness to obtain
• Possess valid driver’s license and vehicle insurance
• Willingness to drive large passenger vans long distances on all types of roadways

WORKING CONDITIONS

Physical Demands
• Frequent sitting, standing and walking
• Use of fingers, hands and arms
• Reaching, bending, stooping
• Close, distance and peripheral vision
• Able to climb, crouch and walk on uneven terrain
• Able to actively participate in physical programming with participants
• Able to work indoors and outdoors in all types of weather
• Able to adapt to the changing demands of the position
• Exposure to potential electrical shock working with office equipment such as fax, copier, and camp equipment
• Possibility of driving in all types of weather conditions on different types of roadways
• Able to lift and carry up to 50 lbs
• Able to stand for long periods, walk long distances, and bend and twist with or w/out carrying weight
• Visual and auditory ability to identify and respond to environmental and other hazards related to the program and/or site
• Work in a rustic camp environment at various GSMW camp locations

Environmental Conditions
While performing the duties of this job, the employee is exposed to weather conditions prevalent at the time. The noise level in the work environment is usually moderate. The environmental conditions result in access or very little access to cellular phone service, data, text, or internet

Mental Demands
There are a number of deadlines associated with this position, which may cause stress. The incumbent must also deal with a wide variety of people on various issues. The lack of cellular phone coverage and internet connectivity, among many resultant “discomforts”, may cause a sense of disconnection to home life and friends.

Safety
GSMW will provide safe working conditions for each employee. In return, GSMW expects each employee to recognize their obligation to conduct themselves with regard not only for their own safety, but also
for the safety of their fellow employees/volunteers. Employee is expected to follow safety rules and procedures, including those specific to their position. Employee is expected to attend and participate in safety meetings or training, when required, and report unsafe circumstances to their supervisor or other specified individual. Employee shall perform all safety duties specific to their position.

Nothing in this position description restricts management’s right to assign or reassign duties and responsibilities to this job at any time. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This job description is not a contract and should not be construed as a guarantee of employment for any specific period of time.

I have read and received a copy of this job description.

________________________________________
Employee Signature/Date

________________________________________
Supervisor Signature/Date