



Job descriptions:  
Senior Camp Counselor

Job Title: Senior Camp Counselor  
Classification: Exempt  
Dates: July 13-20, 2024  
Reports to: Senior Camp Counselor Lead

Position Purpose:

As a Senior Camp Counselor at CampOUT, your primary responsibility is to create a safe, inclusive, and engaging environment for campers while also providing leadership and support to fellow counselors. In addition to your on-site duties, you will be responsible for hosting Zoom meetings with campers leading up to camp and addressing staff behavioral concerns.

Essential Job Functions:

- **Supervision and Safety:**
  - Provide supervision and guidance to camp counselors within your assigned color group, serving as their direct supervisor.
  - Supervise and ensure the safety of campers during all activities and throughout their stay at camp.
  - Enforce camp rules and policies to maintain a safe and respectful camp environment.
  - Respond to and manage any camper concerns, conflicts, or incidents in a prompt and appropriate manner.
- **Recreational Activities:**
  - Plan and lead age-appropriate recreational activities, games, and outings.
  - Foster a positive and inclusive atmosphere where campers feel valued and supported.
  - Provide guidance and mentorship to campers, promoting personal growth and social development.
  - Create guidance for new and less experienced camp counselors.
- **Teamwork and Communication:**
  - Collaborate with fellow staff members to ensure the smooth operation of daily camp activities.
  - Communicate effectively with campers, parents, and camp leadership.
  - Assist with mealtime supervision and other daily routines.
- **Role Modeling and Environment:**
  - Act as a positive role model by demonstrating respect, enthusiasm, and a strong work ethic.
  - Contribute to a clean and organized camp environment.
- **Pre-Camp Engagement:**
  - Host Zoom meetings with campers leading up to camp to build rapport and address pre-camp questions and concerns.
  - Address staff behavioral concerns, conflicts, and performance issues in collaboration with camp leadership.



#### Other Job Duties:

- Attend staff meetings and complete training sessions, and all paperwork as required in a timely manner
- Be prepared to assist with emergency procedures and first aid as necessary.
- Promote and uphold camp policies and safety protocols.
- Encourage campers to participate actively in all camp activities and promote a sense of belonging.

#### Relationships:

Senior Camp Counselors generally have regular relationships with counselors, mental health, medical, lifeguard staff, campers, guardians, program specialists, and leadership staff.

#### Equipment Used:

Counselors may be asked to use fire protection equipment, safety equipment, specialty program equipment. Some may be asked to drive camp golf carts as well as hold confidential camper information.

#### Qualifications: (Minimum Education and Experience)

- Must be at least 21 years old
- Previous camp counselor experience with CampOUT
- Certification in First Aid and CPR is preferred.
- Candidates must have the ability to pass a background screening, with the associated costs covered no sooner than 60 days prior to the commencement of the camp.
- Must submit a health history record by camp deadline

#### Knowledge, Skills, and Abilities:

- A genuine passion for creating a positive and inclusive camp experience for all campers.
- Strong leadership and teamwork skills.
- Excellent problem-solving abilities.
- Adaptability and flexibility in a dynamic camp environment.
- Safety awareness and the ability to ensure the well-being of campers.
- A Camp Can-Do attitude, demonstrating enthusiasm, encouragement, and adaptability.
- Effective teamwork skills to collaborate with other counselors and staff.

#### Physical Aspects of the Job:

- Physical requirements may include prolonged standing, walking, some bending, lifting (including the ability to lift up to 50 lbs), and outdoor activities.
- Ability to work outdoors in various weather conditions.
- Willingness to live on-site in cabins with campers during camp sessions and work irregular hours.

As a Senior Camp Counselor, your leadership and interpersonal skills will be instrumental in providing campers with a memorable and enriching experience. In addition to your on-site responsibilities, your ability to host Zoom meetings with campers and address staff behavioral concerns will contribute to the overall success and positive culture of CampOUT.