

Job Description Junior Counselor

Summary/Objective:

Under supervision, provide an effective day, hybrid, mini resident, and/or resident camp experience by engaging and supporting campers. Junior Counselors help coordinate and develop programs, ensure active involvement in all aspects of camp, encourage self-growth and camper growth, and enthusiastically promote the Girl scout Mission.

You are/ You have:

- Willing and excited to teach, work, and relate successfully with campers ages 5-18
- Willing to develop your ability to coordinate a variety of program activities in a camp setting.
- Ability to work with people of diverse backgrounds and abilities.
- Ability to think and act calmly in a crisis.
- Positive approach to all Camp rules, policies, and procedures.
- Demonstrated maturity, sense of humor, integrity, and flexibility.

Reports to: Unit Leader, Administrative Staff & Camp Director

FLSA Status: Seasonal- Exempt

Pay: Daily/Weekly Rate

Essential Functions:

Physical & Mental Demands:

- Live in a variety of quarters with other staff outdoors which may include, but not limited to sleeping directly on the ground, primitive camping, rustic cabins, or dormitory cabins.
- Must possess strength and endurance, and emotional well-being required to maintain supervision of campers.
- Ability to go without personal electronic devices for several days at a time while on duty.
- Prolonged standing, some bending, stooping, climbing, and stretching.
- Hand-eye coordination and manual dexterity to manipulate outdoor and camp equipment.
- Ability to lift up to 40 lbs.
- Daily exposure to the sun, heat, and animals such as bugs, snakes, bats, etc.
- Hiking or walking long distances; up to 3-5 miles per day.

Program

- Aid unit counselors to support 10-40 campers.
- Comfortable working with girls ages 5-16, with guidance from unit staff.
- Encourage the active involvement of campers and peers in the overall camp program.
- Works collaboratively with team to provide girl-driven program.
- Helps maintain cleanliness of facilities.

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- Responsible for leading general activities such as arts and crafts, nature, science and sports and games.
- Assist in coordination/ implementation of ALL camp activities, including but not limited to campfires, “all camp events”, dining hall operations, Flag ceremonies, etc.
- Participate in pre and post camp training and inventory.

Staff / Camper Support

- Maintain positive, professional relationships with camper and staff.
- Complete detailed and thoughtful Camper Highlights forms.
- Prioritize the needs of campers.
- Work hour duties include but are not limited to; morning wake-up, cabin clean-up, unit program, mealtimes, rest hour, evening activities, getting ready for bed.
- Provide an environment where every camper/ Girl Scout feels welcome and safe.
- Follow and uphold Girl Scouts Cactus Pine Councils DEIRJ policies.

Health & Safety

- Ensure that unit activities are carried out in accordance with safety standards and apply behavior management techniques alongside counselors and leaders.
- Awareness of camper health needs including allergies, dietary restrictions, monitoring campers’ water intake and use of sunscreen.
- Be familiar with the council emergency action plan and procedures.

Systems / Communication

- Maintain strict confidentiality and professionalism when handling sensitive information regarding campers or staff members.
- Support staff and campers in established emergency procedures such as fire drills, evacuations, etc. and understand your role in crisis management.
- Adhere to established routines, schedules, and procedures for camp operation.

Positive Relationships

- Maintain clear and positive verbal communication with all campers, co-workers, and parent/guardians.
- Address conflicts between campers and promote campers and fellow staff to take risks and seek challenges.

Eligibility Qualifications:

- Minimum 16 years of age.
- First Aid and CPR certification (*provided at Staff Training*).
- Cognitive and communicative ability to manage multiple complex tasks and follow instruction.
- 40-hour work week with possible weekends required. 24-Hour break period.
- This position is designated as a safety sensitive position.