



## Central Coast YMCA

### JOB DESCRIPTION

---

**JOB TITLE:** Camp Counselor

**EXEMPT:** No

**SCHEDULE:** Part-Time - Seasonal

**REPORTS TO:** Lead Camp Counselor

**DATE:** June 6, 2025

---

#### **Camp Counselor – Summary**

The Camp Counselor supports the Lead Camp Counselor and Camp Coordinator in delivering a safe, engaging, and enriching camp experience. This role involves actively supervising and guiding campers while facilitating approved activities that promote personal development, teamwork, and positive social interactions. The Camp Counselor serves as a role model, ensuring campers are supported, included, and having fun throughout the

#### **Essential Duties and Responsibilities:**

- Assist in planning and leading camp activities that are safe, engaging, and aligned with YMCA values.
- Always supervise and ensure the safety and well-being of all campers.
- Actively participate in all camp activities, serving as a positive role model for campers.
- Promote teamwork, inclusion, and respect among campers through structured and unstructured activities.
- Support the Lead Camp Counselor and Camp Coordinator with daily routines, transitions, and camper management.
- Communicate effectively with campers, staff, and parents/guardians as needed.
- Address behavioral issues using positive guidance strategies in accordance with camp policies.
- Assist with daily setup, cleanup, and maintenance of camp spaces and supplies.
- Follow all YMCA policies, procedures, and safety protocols.
- Attend all required staff meetings and training sessions.

#### **General Responsibilities:**

- Actively participates in all camp activities, setting a positive example for campers.
- Attend all required training and staff meetings as scheduled.
- Arrives on time for each shift and remains engaged in assigned duties throughout the entire work period.

- Immediately reports any unusual behavior, incidents, or concerns to the Camp Coordinator.
- Report all accidents or injuries to the Administrator on Duty and ensure the Camp Coordinator is informed without exception.
- Adheres to all Central Coast YMCA and branch-specific policies and procedures.
- Maintaining a safe environment by following established safety protocols, using appropriate precautions, and promoting safe behavior among coworkers and campers.
- Demonstrates professionalism and conducts oneself in a way that positively represents the Central Coast YMCA.
- Embraces and applies asset-based youth development principles in daily interactions and activities.
- Assists with setup and cleanup for activities, meals, and camp projects as needed.

**QUALIFICATION REQUIREMENTS:** 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, skill and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

**Education and/or Experience:**

- Must have completed high school equivalency.
- Demonstrated ability to lead, facilitate and participate in engaging activities with children 5-14 years old.

**Language Skills:**

- Ability to effectively present information to management, coworkers and campers.

**Mathematical Skills:**

- Ability to apply basic mathematical concepts.

**Reasoning Ability:**

- Ability to define problems, collect data, establish facts and draw valid conclusions.

**Other Skills, Requirements, Abilities and Personal Characteristics:**

- I must be 18 years of age.
- Ability and willingness to work as a team.
- Enthusiastic, dependable and have a sense of humor.
- I am willing to follow directions and take the initiative.
- Understanding of the YMCA mission and a willingness to demonstrate the core values of caring, honesty, respect and responsibility in interactions with campers, staff and parents of campers.
- Even-tempered and able to adjust tasks in accordance with changing priorities.
- Interest in, and ability to interact with, and have positive impacts upon campers.

- Current CPR and First Aid Certification.
- Background Check/Live Scan is required.
- Must complete Child Abuse Prevention Training annually and sign acknowledgment of having read and understood the Child Abuse Prevention Handbook.
- Wear a YMCA shirt/uniform.
- A neat, clean appearance. (Pierced tongues are not allowed).

**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. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is regularly required to talk or hear. The employee regularly is required to stand, walk and sit; use hands to finger, handle, or feel objects, tools, or controls; stoop, kneel, crouch or crawl. Also required to climb, push and pull.
- Acts in a safe and acceptable manner, follows established safety procedures, uses appropriate safeguards and observes common sense rules of safety in all on-the-job activities. Ensure coworkers do the same.
- The employee is regularly required to get in the water and occasionally may be required to swim.
- The employee must occasionally lift and/or move up to 25 pounds. Assistance is required above this amount. Specific vision abilities required by this job include close vision, distance vision, color vision and peripheral vision.

**ACKNOWLEDGMENT & RECEIPT**

I acknowledge that I have received, read and sought clarification of any questions I have about the contents of this job description.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date