

Job Description
Updated February 23, 2016

Title: Resident/Specialty Camp Senior Counselor
Reports to: Unit Leader
Supervisory Responsibilities: Campers
Employment Status: Seasonal

Purpose: Deliver the highest quality camp experience to Joy clients.

Minimum Qualifications:

1. 18 years of age.
2. Previous experience working with youth. Previous camp experience strongly desired.
3. Experience and ability to communicate and work with other staff, youth, and clients.
4. Be able to be active for over 12 hours a day on diverse landscapes and during inclement weather.
5. Valid driver's license if applicable.

Primary Responsibilities:

1. Reside with campers, providing 24-hour supervision. Supervise, educate and assist in all aspects of camper life and daily routine while at camp.
2. Manage camper behaviors.
3. Lead or assist camp activities for small groups of campers as scheduled by the Program Coordinator.
4. Follow the weekly schedule.
5. Provide supervision and assistance during camp activities led by Program Specialists.
6. Complete all paperwork such as: incident reports, health screens, course usage forms, etc...
7. Follow Camp Joy policies and procedures.
8. Participate in all staff meetings.

Observable Behaviors:

1. Customer Service
 - a. Role Model –provide positive interaction with campers and clients, and demonstrate positive behavior management.
 - b. Positive Relationship – learn camper's names, play with campers, and create opportunities for campers to learn and make friends.
 - c. Go Above and Beyond – respond effectively and efficiently to client and camper needs.
2. Teamwork
 - a. Flexible- adapt positively to camp and schedule changes and willing to jump in where needed.
 - b. Effective Communication – maintain open communication with campers, and staff.
3. Work Quality
 - a. Professionalism - Deliver a high quality, professional, and safe Joy experience.
 - b. Timeliness-Arrive on time and prepared for all programs, meetings and tasks.
 - c. Initiative - Completes all tasks in a timely and professional manner.

Measurable Goals:

1. Receive an average of “meets or exceeds expectations” on staff evaluation form.
2. Receive program client evaluations of 3.75 or higher with specialty camps.
3. Receive camper outcome evaluation of 96% or higher with agency camps in reference to “campers report having fun at camp”