



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA OF THE NORTHWOODS

Job Title: Summer Camp Counselor In Training

FLSA Status: Non-Exempt

Revision Date: 2/13/2023

POSITION SUMMARY:

Under the direction of the Program Director or Executive in charge the Summer Camp Counselor In Training, in harmony with the Christian nature and Mission of the YMCA shall be responsible for the support of our Summer Day Camp program. The role of the Summer Camp Counselor In Training is to build relationships with and between; staff, members, volunteers, program participants and the communities the YMCA serves. Specifically, the role of the Summer Camp Counselor In Training is to assist in providing daily activities and maintain the camp environment.

ESSENTIAL FUNCTIONS:

1. Actively participate in planning and conducting daily activities.
2. Act as a role model at all times, focusing on YMCA Character Values of Caring, Honesty, Respect and Responsibility.
3. Actively participant in meetings, in-services, camp activities and special events. Contribute knowledge and guidance.
4. Perform all other duties as assigned.

YMCA COMPETENCIES (Leader):

Mission Advancement: Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Builds effective, supportive relationships with members and working relationships with employees. Supports fund-raising projects.

Collaboration: Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

Operational Effectiveness: Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

Personal Growth: Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

QUALIFICATIONS:

1. At least 15 years of age
2. Effective verbal and written communication skills, along with the ability to effectively implement and share knowledge with staff.
3. Certification in First Aid and CPR or the ability to attain at time of hire.
4. Ability to easily move through all areas of camp.
5. Maintain concentration, focusing on multiple tasks simultaneously
6. Manage time effectively and meet deadlines

EFFECT ON END RESULTS:

1. Effective relationship building that manifests into personal relationships with other members, staff, volunteers, and families
2. Works well with other staff to promote YMCA values

The Y: We're for youth development, healthy living, and social responsibility.



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3. Models the YMCA mission and values while on the job
4. Maintains and grows high quality programs for participants

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 accommodations 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 see, speak and hear. Sitting, 50%, walking and/or standing 50%. Lifting and/or moving occasionally up to 50 pounds.

I have read, understand will execute according to this job description

Employee Signature

Date

Supervisor Signature

Date