



CAMP JORN YMCA-PROGRAM COUNSELOR

Job Title: **CJ SPROUTS PROGRAM COUNSELOR**

**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

FLSA Status: Exempt

Status: Seasonal

Reports to: CJ Sprouts Program Director

Department: Summer Camp

Revision Date: 10/10/2025

POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Provides leadership to plan and deliver activities for campers in the CJ Sprouts program for 5-6 year olds.

ESSENTIAL FUNCTIONS:

1. Create, plan and lead structured camp activities geared toward play, creativity, growth and development in accordance with Camp Jorn guidelines for a small group of campers ages 5&6.
2. Build effective, authentic relationships with campers; helping them connect with each other, with nature, and to Camp Jorn YMCA.
3. Uphold and maintain Camp Jorn, YMCA, ACA and DCF licensing standards in regards to camp activities.
4. Supervise camper behavior and apply appropriate behavior management techniques.
5. Model and mentor campers in developing strong character with a focus on our core values of Respect, Responsibility, Caring, Honesty and Personal Growth.
6. Ensure and enforce all safety, health and emergency policies and guidelines among campers, peers, parents, and guests.
7. Clean, organize and maintain program spaces and equipment before, during and after activities as well as during session opening and closing.
8. Assist with check-in/check-out processes while displaying professionalism and forming connections with families.
9. Rotationally chaperone morning and/or afternoon bus transport for campers.
10. Other duties as assigned, including but not limited to: Kitchen and dishwashing assistance, general maintenance, camp beautification, cleaning bathrooms, lifeguarding, etc.

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 working relationships with staff.

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. Strives to 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.

QUALIFICATIONS:

1. At least 21 years of age.
2. Possess or intend to acquire current American Red Cross Lifeguard Certification, unless physically unable or limited by health conditions, as well as CPR/First Aid/AED.
3. Possess and provide educational credentials (minimum HS Diploma/GED).
4. Pass a fingerprint and background check.
5. Ability to complete required certifications & training per state licensing.
6. Passion for working with young children outdoors - previous camp experience preferred.
7. Proven ability to work as a member of a team and accomplish tasks.
8. Good character, integrity, creativity and adaptability - able to maintain professionalism & positivity under stressful or changing circumstances.
9. Ability to build authentic relationships with campers, peers, parents and staff.
10. Ability to accept guidance and supervision.

WORK ENVIRONMENT AND 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.

- Physical ability to plan, lead and participate in camp activities such as but not limited to hiking, canoeing, running, physical games, and activities.
- Physical ability to lift equipment up to 50 pounds.
- The ability to work in outdoor conditions and environments for extended periods of time.
- Ability to work in loud, high-energy and at times overstimulating environments.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's date: _____