



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

CAMP JORN YMCA- LEADERSHIP COUNSELOR

Job Title: **LEADERSHIP COUNSELOR**

FLSA Status: Exempt

Status: Seasonal

Reports to: Leadership Coordinator

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 programming for TEVA, LIT (Leader in Training) or CIT (Counselor in Training) leadership programs of Resident Camp.

ESSENTIAL FUNCTIONS:

1. Create, plan and lead structured camp activities in accordance with Camp Jorn guidelines for campers ages 7 through 16. This includes daily mixed-age classes and leadership group activities.
2. Build effective, authentic relationships while living in with young teens; helping them connect with each other and to Camp Jorn YMCA through team building and group reflections.
3. Uphold and maintain Camp Jorn, YMCA and ACA 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 Leadership and program specific values & goals:
 - a. TEVA – Intro to Leadership: Teamwork, Education, Values & Adventure
 - b. LIT – Leader in training – Discovering and embodying one's unique leadership style
 - c. CIT – Counselor in Training - Becoming an excellent counselor and role model at Camp Jorn
6. Co-lead advanced wilderness camping trips (canoe or hiking) for 3-6 nights per session.
7. Clean, organize and maintain program spaces and equipment before, during and after activities as well as during session opening and closing.
8. Ensure and enforce all safety, health and emergency policies and guidelines among campers, peers, parents, and guests.
9. Assist with check-in/check-out processes while displaying professionalism and forming connections with families.
10. Other duties as assigned, especially when your specific leadership program is not running, including but not limited to: Stepping into resident camp, kitchen/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 18 years of age
2. Possess or intend to acquire current certifications in CPR/First Aid/AED, Lifeguard, & Wilderness FA
3. Previous camp or leadership experience.
4. Proven ability to work as a member of a team and accomplish tasks.
5. Adaptability and versatility - able to maintain professionalism & positivity under stressful or changing circumstances.
6. Ability to build relationships with campers, peers, parents and staff.

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.
- Ability to live in a cabin with another staff member and 8-10 campers.
- The ability to work in outdoor conditions and environments for extended periods of time.
- Ability to respond to the emotional and physical needs of campers, even at odd hours or in the night.
- 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: _____