

CAMP JORN YMCA - AREA DIRECTOR

Job Title: **M.E.S.H. DIRECTOR**

FLSA Status: Exempt

Status: Seasonal

Reports to: Camp Operations 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 support and resources for the mental, emotional and social health of all participants and staff.

ESSENTIAL FUNCTIONS:

1. Support the mental, emotional and social health of all participants and staff.
2. Relate effectively to diverse groups of people to build trusting relationships with participants and staff.
3. Be present and available for support in the daily life of day and resident camp programs.
4. Assist Camp Operations Director and Program Directors in responding to urgent and/or elevated behavioral or emotional situations.
5. Assist with delivery of staff training sessions including but not limited to topics related to prevention and intervention of participant behavioral challenges, self-care, and building relationships.
6. Monitor and display active, sincere concern for participants, ensuring that counseling staff is attentive to participant needs, including their behavior, enjoyment, general hygiene, and dress.
7. Review participant histories for behavioral and M.E.S.H. concerns, and collaborate with appropriate staff to create support plans as needed.
8. Consult on participant and staff behavioral challenges.
9. Work within confidentiality and care guidelines and boundaries.
10. Communicate with parents and advise letters home as necessary.
11. Be an active member of the Lead Team – assist and participate in special programming, evening activities, opening/closing day events and counselor coverage.
12. Assist with creatively leading additional program areas and/or cabin or trip group coverage when direct support is not needed.
13. Drive and support logistical work as needed.
14. Maintain open lines of communication with programs, health center, kitchen, and front office with periodic check-ins.
15. Understand and commit to the YMCA core values of caring, honesty, respect, and responsibility.
16. Perform other duties as assigned, including but not limited to: Kitchen and dishwashing assistance, general maintenance, camp beautification, cleaning bathrooms, etc.
17. Understand and commit to all policies related to Child Abuse Prevention directed by Camp Jorn YMCA
18. Uphold rules and policies associated with Camp Jorn YMCA and support the group living experience
19. Perform Other duties as assigned, including but not limited to: Kitchen and dishwashing assistance, general maintenance, camp beautification, cleaning bathrooms, lifeguarding, etc.



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA LEADERSHIP COMPETENCIES:

Mission Advancement: Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them.

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. Minimum of 21 years old
2. Degree in or pursuing degree in Social Work, Education, Counseling/Psychology or similar.
3. Experience working with participants and staff in high emotional states and/or with behavioral challenges.
4. Able to maintain mental, emotional and social resiliency (such as handling stressful situations appropriately) needed for the job in a fast-paced, interactive environment.
5. Desire and proven ability to positively interact, teach, build confidence and self-esteem and work with children and staff in wilderness and "in-camp" settings.
6. Previous leadership experience
7. Good written, organizational, and verbal communication skills
8. Strong and good character: Optimism, resilience, humility, empathy, awareness of self and others, resourcefulness, responsibility, and adaptability
9. Certification in Mental Health First Aid or equivalent is desired but not required.

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 participate in camp activities such as but not limited to hiking, canoeing, running, physical games.
- Ability to lift equipment up to 50 pounds.
- Ability to plan, lead and participate in a range of activities in a variety of outdoor/indoor settings.
- Ability to respond to critical situations and act swiftly in an emergency.
- 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: _____