



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

PIEDMONT FAMILY YMCA JOB DESCRIPTION

Job Title: Adaptive Camp-Assistant Counselor

Leadership Level: Leader

Status: P/T

Reports to: Adaptive Summer Camp Assistant Director

Pay Rate: \$18.50/ hr

FLSA Status: Non-Exempt

Department: Youth Development

Revision Date: 12/1/2025

POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening the community through youth development, healthy living, and social responsibility.

The Piedmont Family YMCA is looking for enthusiastic leaders to help make a positive impact on our campers enrolled in the Charlottesville area Adaptive Camp program this summer. The Assistant Counselor provides direct supervision to youth, teens and adults with developmental delays and disabilities in a camp setting. With smaller ratios, this camp will promote independence, social skill development, communication, play skills, and self-confidence. Our adaptive programs provides additional layers of support or accommodations for campers.

2026 Summer Camp Dates:

Mandatory Staff Training:

- Dates: June 8-12 (Monday–Friday)
- Hours: 8:30 AM–4:30 PM each day
- Attendance: Required

Required 2026 Adaptive Camp Dates:

- Youth Camps: June 15-July 3 (no camp June 19)
- Teen/Young Adult Camp: July 6-24
- Hours: 8:30 AM–4:30 PM each day
- Attendance: Required

Optional 2026 Adaptive Camp Dates:

- Adult Camp: July 27-31 (Monday–Friday)
- Hours: 8:30 AM–4:30 PM each day
- Attendance: Optional

ESSENTIAL FUNCTIONS:

- Supports campers with a variety of disabilities to fully participate in camp activities.
- Assists in supervising a group of 10-20 campers.
- Ability to be mindful to the unique and individual needs of each camper.
- Utilizes positive behavior support strategies.
- Ensures the safety and well-being of all campers.

- Assists with the planning and implementation of activities that are intended to achieve program goals and outcomes, are developmentally appropriate, and are consistent with the Y's values.
- Adheres to program standards including safety and cleanliness.
- Maintains thorough knowledge of the licensing standards set forth by the Commonwealth of Virginia and maintains compliance at all times.
- Maintains positive relationships, attitude and professional tone/interaction with campers, caregivers, parents and staff.
- Organizes and maintains camp equipment, supplies and property.
- Actively participates in all aspects of the day camp schedule as assigned.
- Maintains camp records including, but not limited to: accident & incident reports, sign in/out sheets, attendance documents.
- Perform other duties as assigned.

LEADERSHIP COMPETENCIES:

Advancing Our Mission & Cause: Engaging Community, Volunteerism, Philanthropy, Change Leadership

Building Relationships: Collaboration, Communication & Influence, Inclusion

Leading Operations: Critical Thinking & Decision Making, Fiscal Management, Functional Expertise, Innovation, Program/Project Management

Developing & Inspiring People: Developing Self & Others, Emotional Maturity

QUALIFICATIONS:

- At least 18 years of age
- Prior experience in working with individuals with disabilities (paid, volunteer, or internship)
- Available to work between the hours of 8:30 am-4:30 pm, Monday – Friday.
- Ability to work June 8-July 31 (vacation days should be approved prior to employment)
- Current Adult/Child/Infant First Aid/CPR/AED certification, Child Abuse Prevention certification, and Bloodborne Pathogen certification by first day of camp (available prior to camp training week)
- Ability to lead, plan, organize and implement program activities
- Ability to work with a diverse community
- Able to react quickly, calmly and appropriately in an emergency situation
- Ability to perform first aid
- Excellent organization, communication, and administration skills

WORK ENVIRONMENT & 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.

- Must be able to work in fast paced environment that requires patience, focus and diligence.
- Ability to plan, lead and participate in a range of activities in a variety of outdoor/indoor settings, including working outside for extended periods of time during summer conditions.
- The physical demands will include standing, running, walking up and down stairs frequently, bending down, lifting program supplies. Should be able to lift up to 50 lbs.
- Able to enter, stand and move in a pool or lake.
- May involve interaction with participants experiencing behavioral or emotional escalation.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's date: _____