



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## PIEDMONT FAMILY YMCA JOB DESCRIPTION

Job Title: Camp Counselor - Lead  
Leadership Level: Leader  
Status: P/T  
Reports to: Site Supervisor

Pay Rate: \$15-\$16  
FLSA Status: Non-Exempt  
Department: Youth Development  
Revision Date: 12/31/2022

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Imagine being part of one of the most respected human services organizations in the world—a place where your work positively influences the lives of others, a place where you thrive in a values-based environment, a place where you are building a better future for yourself and your community.

### 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 direct supervision of a group of children in a seasonal day camp. Creates positive, nurturing relationships with children, while building cooperative relationships with parents/caregivers. Promotes and supports the potential of all youth in programs and facilitates peer-to-peer connections as part of the overall camp experience.

### ESSENTIAL FUNCTIONS:

- Supervises a group of 18-20 children.
- Follows all policies, procedures, and standards as established by the law or the Y (e.g., safety or emergency procedures, behavior guidance strategies, child abuse prevention policies); makes ADA accommodations where appropriate; maintains the program site, equipment, and required program records.
- Nurtures children through purposeful programming; plans activities that are intended to achieve program goals and outcomes, are culturally relevant, are developmentally appropriate, and are consistent with the Y's values.
- Creates a positive rapport and shared interest with all youth; models' relationship-building skills in all interactions.
- Provides opportunities for youth to lead, problem-solve, and make decisions and choices within the program and provides daily opportunities for youth to reflect on and respond to their experiences.
- Provides and welcomes ongoing dialogue with parents and caregivers about their child's needs and progress; connects families to the Y.
- Able to perform indoor and outdoor activities.
- Ability to walk, stand, and sit (including on the floor) for long periods of time.
- Adheres to program standards including safety and cleanliness.
- Maintains program site and equipment.
- Maintain thorough knowledge of the licensing standards set forth by the Commonwealth of Virginia and maintain compliance at all times.
- Maintain a positive attitude and professional tone/interaction with students and peers.
- Able to implement chants, cheers, attention seekers during assemblies and throughout the program day.
- Attend and participate in all program activities and team meetings.
- Actively seeking to continuously update skills by attending outside workshops and training

whenever possible, by becoming active in professional organizations, and constantly seeking new ideas and materials.

- Adheres to the YMCA's core values of caring, honesty, respect, and responsibility.
- Completion of all required training prior to start date.
- Obtain First Aid & CPR certification within 30 days of employment.

#### 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:

- High school graduate or equivalent; one year or more of college preferred.
- Previous experience working with children preferably in a day camp setting
- Experience preferred in one or more of the following areas: outdoor living, archery, boating, camping, songs/music, skits, sports, aquatics, recreational games, etc...
- At least 18 years of age (The age minimum may be higher depending on state law and YMCA policies.)
- CPR, First Aid, AED certifications and Child Abuse Prevention training within 30 days of hire date.
- Previous experience with diverse populations preferred.

#### 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.
- Ability to plan, lead and participate in a range of activities in a variety of outdoor/indoor settings.
- Cannot take a vacation the first or last weeks of the program.

#### SIGNATURE:

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's name

\_\_\_\_\_  
Employee's signature

Today's date: \_\_\_\_\_