



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

PIEDMONT FAMILY YMCA JOB DESCRIPTION

Job Title: 2026 Lead Summer Camp Counselor
Leadership Level: Leader
Status: P/T
Reports to: Site Supervisor

Pay Rate: \$17/hr
FLSA Status: Non-Exempt
Department: School Age Programs
Revision Date: 2/3/26

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 the 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.

2026 Summer Camp Dates:

Greene Summer Camp: June 1 – July 24; mandatory training May 26 - 29

Charlottesville Summer Camp: June 8 – August 7; mandatory training June 1 – 5

BONUS OPPORTUNITY!

- **Camp counselors who meet certain requirements are eligible for a \$350 end-of-camp bonus!**

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.
- Implements chants, cheers, and attention seekers during assemblies and throughout the program day.
- 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.
- 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.

- Maintain a positive attitude and professional tone/interaction with students and peers.
- Attends and participates in all program activities and team meetings.
- Adheres to the YMCA's core values of caring, honesty, respect, and responsibility.

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.
- High school graduate or equivalent; one year or more of college preferred.
- At least six months experience working in a supervised child program or setting required; at least one year of experience working with children in a developmental setting is preferred.
- Previous experience with diverse populations preferred.
- Experience preferred in one or more of the following areas: outdoor living, songs/music, skits, sports, aquatics, recreational games, etc...
- CPR, First Aid, AED certifications, and Child Abuse Prevention training within 30 days of hire date.
- Available to work between the hours of 7:30 am-5:30 pm, Monday – Friday.

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.
- Ability to walk, stand, and sit (including on the floor) for long periods of time.
- Cannot take a vacation during the first or last weeks of the program.
- Must attend mandatory training weeks.

SIGNATURE:

I have reviewed and understand this job description.

Employee's name

Employee's signature

Today's date: _____