



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

PIEDMONT FAMILY YMCA JOB DESCRIPTION

Job Title: Teen Lead Counselor (Summer)
Leadership Level: Leader
Status: P/T
Reports to: Teen Director

Pay Rate: \$18/hr
FLSA Status: Non-Exempt
Department: Youth Development: Teen
Revision Date: 3/17/25

POSITION SUMMARY:

The YMCA is seeking a Teen Lead Counselor to work with our middle and high school campers. Brooks Family YMCA provides a traditional summer camp program to campers for 10 weeks of the summer. Under the direct supervision of the Teen Director, this position will be responsible for providing an appropriately safe, caring, and enriching environment for the teens enrolled in the YMCA Camp program. Teen Lead Counselors are responsible for conducting themselves in an appropriate manner, setting an example for teens, parents, and co-workers by reflecting the YMCA's core values of caring, honesty, respect, and responsibility. Counselors are responsible for complying with all YMCA Youth Development Policies and Procedures.

ESSENTIAL FUNCTIONS:

- Ensures the safety and engagement of teens in assigned groups.
- Follows program lesson plans and implementation plans in a developmentally appropriate manner, meeting the individual physical, social, emotional, and intellectual needs of the participants.
- Provides careful, attentive supervision, and alert at all times.
- Serves as a positive role model, demonstrates professional behavior, and understands positive youth development approaches to the academic and social development of youth.
- Facilitates a programming environment that invites exploration and welcomes Teens.
- Promotes a team concept through a positive approach to supervision, communication, and interactions with others. Maintains ongoing communication with supervisor.
- Maintains accurate classroom records as assigned and according to program requirements.
- Demonstrates a working knowledge of YMCA mission, purpose and goals, childcare policies, and YMCA standards; ensures the program meets the highest standards of excellence.

LEADERSHIP COMPETENCIES:

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

Building Relationships: Collaboration, Communication & Influence, Inclusion

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

QUALIFICATIONS:

- At least 21 years of age with reliable transportation and a history of dependability.
- High school graduate or equivalent.
- Hours of availability between 7:30am-5:30pm, 30-35 hours a week.
- Be available to work from June 9-Aug 8, 2025, with mandatory training June 2-6
- Previous experience working with teens, preferably in a school or camp.
- Experience preferred in delivering programs in one or more of the following areas: arts/crafts, science, college and career readiness, drama, and physical education.
- Child Abuse Prevention training within 30 days of hire date.

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 essential functions.

- Ability to plan, lead and participate in a range of activities in a variety of outdoor/indoor settings.
- Ability to lift up to 50 lbs.
- Sufficient strength, agility, and mobility to perform essential functions of position and to supervise program activities.
- Noise level: Mild to Moderate Noise Level

SIGNATURE:

I have reviewed and understand this job description.

Employee's name _____ Employee's signature _____

Today's date: _____