



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
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YOUTH DEVELOPMENT PROGRAMS

Job Title: **Paraprofessional Day Camp Counselor**

FSLA Status: Part time (seasonal)

Reports to: Youth Development Director

Revision Date 1/30/2026

POSITION SUMMARY:

The goal of the Paraprofessional Day Camp Counselor is to create a safe, positive, enriching atmosphere while providing direct supervision to 5-13 year old children in a seasonal day camp. The YMCA's core values (honesty, respect, caring and responsibility) will be the guiding principles for the Counselor's interaction with children and parents.

Typical work hours: 8:00a-4:00p (vary per shift)

Work days: Monday through Friday (May-August)

Pay Rate Details: starting pay rate up to \$15/hr

ESSENTIAL FUNCTIONS:

1. Actively engage and supervise any individual or a group of 5-13 year old children using activities that are developmentally appropriate and consistent with YMCA values.
2. Adhere to program standards including safety, cleanliness, and interpersonal standards as provided by the Youth Development Director.
3. Attend staff meetings, trainings and field trips (if applicable)
4. Be present for all of your assigned shifts.
5. Follow YMCA policies and procedures, including those related to medical and disciplinary situations, child abuse prevention and emergencies. Electronics guidelines should also be followed during program activities.
6. Maintain positive relations with students, teachers and other staff. Model positive relationship-building skills in all interactions.
7. Be support staff for the Youth Development Director.
8. Willingly perform other duties as assigned.

PHYSICAL DEMANDS:

This includes a range of physical activities in a variety of outdoor/indoor settings in accordance with the essential functions of the position. At times, this staff person will need to remove one or more campers to a separate space to diffuse, calm and in time reintegrate the camper(s) into the general camp setting.



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YMCA 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. Supports fund-raising.

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 judgements, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better camper experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Strives to meet or exceed goals and deliver a high-value experience for campers.

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. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

QUALIFICATIONS:

1. Minimum one year experience, degree in special needs education, Registered Behavior Technician Certification, or similar equivalent.
2. MUST be at least 18 years of age.
3. Ability to cultivate an environment of positive enrichment for children and parents.
4. Ability to facilitate good communication between parents, staff and Youth Development Director.
5. Willingness to be flexible in a fast-paced, ever changing environment.
6. CPR, First Aid, AED certifications and Child Abuse Prevention training within 30 days of hire date (prior to starting date).
7. Must have reliable transportation to and from work.

I fully understand the above job description and its qualifications, and by signing, agree that I am able to fulfill the essential functions and physical demands of this specific job.

Print Name

Signature

Date