



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YOUTH DEVELOPMENT PROGRAMS

Job Title: **Day Camp Counselor**

FSLA Status: Part time (seasonal)

Reports to: Youth Development Director

Revision Date 1/30/2026

POSITION SUMMARY:

The goal of the 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, caring respect and responsibility) will be guiding principles for the Counselor's interaction with children and parents.

Camp hours: 6:30a-6:00p

Work days: Monday through Friday (May to August)

Pay Rate Details: starting pay rate up to \$11/hr

ESSENTIAL FUNCTIONS:

1. Actively engage and supervise a group of 5-13 year old children
2. Implement program activities that are developmentally appropriate and consistent with YMCA values.
3. Adhere to program standards including safety, cleanliness, work uniform, and interpersonal standards as provided by the Youth Development Director.
4. Attend staff meetings, trainings, and field trips (if applicable).
5. Be present for all assigned shifts; if unable to work, you are responsible to find your own sub.
6. Follow YMCA policies and procedures, including those related to medical and disciplinary situations, child abuse prevention and emergencies.
7. Maintain positive relations with other staff and parents. Model positive relationship-building skills in all interactions.
8. Willingly perform other duties as assigned.

PHYSICAL DEMANDS:

Ability to plan, lead, and participate in a range of physical activities in a variety of outdoor/indoor settings in accordance with the essential functions of the position.



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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. High school graduate or equivalent; one year or more of college preferred.
2. MUST be at least 18 years of age.
3. Previous experience working with children preferably in a camp setting.
4. Ability to cultivate an environment of positive enrichment for children and parents.
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.
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