



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA OF METRO NORTH: CAMP EASTMAN

Job Title: **Teen Initiative Counselor**

FLSA Status: **hourly (30+ hours per week)**

Reports to: **Camp Director**

Hours: Monday through Friday 12:00am – 6:00pm, Fridays until 9:00pm

POSITION SUMMARY:

You're a natural born leader with a love for the outdoors, you never let a challenge slow your desire to seek out more in life. The Teen Initiative Program counselor is an opportunity to share that passion with young teens and help them grow into successful young adults. Come mentor, coach, support, and most importantly, have fun and guide young teens as you forge a bond and develop life skills. As the Teen Initiative counselor you will need to thrive on daily interactions with the group, lead your future leaders as they begin to grow in confidence in their skills. Come help teens blaze their own trail and become the future leaders of tomorrow.

ESSENTIAL FUNCTIONS:

- Help develop and implement a leadership program for teens in the Teen Initiative Program that covers broad issues of leadership, provides for hands-on learning, and allows for individual growth.
- Implement programs and activities with focus on areas in and around camp that provides for safe and structured learning opportunities.
- Coordinate with the Camp Director, Program Director to schedule on and off site activities that will promote growth and leadership development for participants in the program.
- Develop a positive relationship with each participants in the Teen Initiative Program.
- Develop and complete evaluations for the teen participants in the Teen Initiative Program.
- Coordinate efforts with Counselors to help teen participants shadow and assist in group activities.
- Develop a program manual for the Teen Initiative Program that includes successful lessons and activities, tips for running the program, a program supply inventory, etc.
- Maintain clean, safe, organized program areas.
- Serve as a lifeguard or an aquatic observer during group swim times.
- Provide opportunities for the group so that each individual experience success.
- Assist each camper with meeting personal goals and those established by the camp for camper development.
- Follow established procedures for supervising camper health and enforcing all safety regulations.
- Follow established health and safety standards of the YMCA, and Dept. of Public Health.
- Take and maintain attendance throughout the day.

METRO NORTH YMCA JOB DESCRIPTION FOR TEEN INITIATIVE COUNSELOR

- Actively participate in staff training, meetings, etc.
- Help out with all camp activities and participate as a member of the camp staff team.
- Demonstrate/teach the YMCA core values of Caring, Honesty, Respect, and Responsibility with all campers and staff.
- Follow all camp rules, regulations and policies and enforce them among peers.
- Maintain positive public relations with parents, visitors, and the general public at all times.
- Able to visually and audibly identify and respond to environmental and other hazards related to assigned activities.
- Capable to respond appropriately to emergencies and situations requiring first aid and/or CPR.
- Submit all required paperwork on time.
- Perform other duties as assigned.
- Attend all Camp Counselor trainings and orientation
- **YMCA COMPETENCIES**

Mission Advancement: Models and teaches the Ys values of Respect, Honesty, Caring and responsibility. Ensures a high level of service with a commitment to changing lives.

Collaboration: Champions inclusion activities, strategies, and initiatives. Empathetically listens and communicates for understanding when negotiating and dealing with conflict.

Personal Growth: Shares a desire to grow personally through observing, listening and working with senior staff.

QUALIFICATIONS/REQUIREMENTS:

- Prior camp staff experience or equivalent experience preferred
- At least 21 years old (by June 15th)
- Ability and experience in supervising children
- Desire and ability to work in a camp setting
- Good role model, high integrity, and adaptable
- Ability to understand and follow directions
- Positive attitude and ability to build and or work as a cohesive team
- Current First Aid and Adult and Child CPR certifications (will be provided if needed)

PHYSICAL DEMANDS

- Must be able to work in fast paced environment that requires patience, focus and diligence.
- Must be able to work outside for extended periods of time during summer conditions.
- Meet strength and lifting requirements of 25lbs.
- See and observe all sections of an assigned zone or area of responsibility.

ADDITIONAL APPLICATION REQUIREMENTS

- An annual physical confirmed by a physician's statement, including documentation of 2 MMR immunizations.
- Clean criminal record check. (Must be able to pass a **Background Records Check** prior to working directly with children.)
- Verification of education and work experience for Position.
- Completion of Redwoods Online Trainings within first 30 days of hire.
- Complete First Aid and CPR certifications within the first 30 days of hire.
- Attendance of all required camp trainings.

Employee Signature _____ Date _____

Supervisory Signature_____ Date_____

Please send all applications to:
mparrott@metronorthymca.org