



CAMP FULLER COUNSELOR SUPPORT STAFF

Department: Resident Camp

FLSA Status: Seasonal Salaried - Exempt

Reports to: Overnight Camp Director

Date: 11/22/2024

Salary/Wage: \$350-450/ week (9-10 weeks in the summer, wage determined based on longevity and costs based on third party payments required for international staff)

Positions that fall under this category: Division Leaders, Counselor/Leader in Training Directors, Support Counselor

POSITION SUMMARY:

Under the supervision and support the Overnight Camp Director and Executive Director, a Camp Fuller Counselor Support Staff member will be the primary supervision and support for the summer counseling staff. Being a counselor is a 24 hour a day job and the Counselor Support Staff will be responsible for ensuring that job is being done at a high quality to ensure life changing and affirming experiences for the youth in our care. They will also ensure all safety and child protections standards are consistently top of mind.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Oversee living spaces and staff in the Camp Fuller Divisions
2. Facilitate friendships and relationship building among campers and staff
3. Support and program specialty activity periods based on skills, interests, and ability – focusing around curriculum development, delivery, and evaluation of programs
4. Be the primary adult supervising campers in all spaces of camp they are present in
5. Communicate with camper parents as appropriate to discuss challenges, successes, and needs of the campers in our care
6. Support camper and staff challenges that are beyond the skills of the counseling staff
7. Coach counseling staff in job performance and personal growth, holding them accountable for areas of improvement.
8. Work as a member of the Greater Camp Fuller Staff in creating a great camp experience for campers
9. Participate in pre-camp training (1-3 weeks depending on arrival) to gain the knowledge and camaraderie of being on the Camp Fuller Staff
10. Uphold all policies and procedures of YMCA Camp Fuller including but not limited to Risk Management, Supervision, Child Protection, and Safety Standards.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Must have at least 1 summer of counseling in the role of Counselor at Camp Fuller
2. A desire to have a positive impact on the life of the youth and other staff at camp

3. Experience working with youth or a willingness to learn
4. Ability to lift 30 lbs or willingness to ask for help if not
5. Ability to move around camp quickly enough to keep campers safe
6. Strong comprehension and critical thinking skills to be able to respond to challenges and emergencies effectively
7. Willingness to communicate challenges or struggles so they can be addressed by Camp Leadership

SUPERVISORY RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability requires. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Supervision of all staff and campers in area company while on duty
2. Recognition of “red flag behavior” that could lead to a violation of the Camp Child Protection Policy
3. Understanding of chain of command to ensure staff will default to the person in charge of an area where appropriate (for example: when in an aquatic environment, lifeguards have final say in what is and is not appropriate behavior)
4. Be part of the Camp Fuller Leadership staff to discuss challenges and successes of their staff in a confidential setting

EDUCATION and/or EXPERIENCE

- Experience working with youth ages 7-16 is preferred, but not required
- Experience working in an outdoor setting is preferred, but not required
- Experience being part of a successful team is preferred, but not required
- At least 1-2+ summers of working at Camp Fuller as a counselor and shown proficiency in the role

LANGUAGE SKILLS

1. Must be able to communicate in English. Does not need to be fluent but must be able to understand needs of youth when expressed and understand safety requirements

CERTIFICATIONS / TRAINING:

There are no certifications that required but there are some certifications that we offer or you can come to camp with! Some Certifications have added salary benefits. Person must be using their certification in order to receive the benefit.

1. Lifeguarding (\$15 more per week, training provided the week before staff training)
2. Rhode Island Boat Driver (\$10 more per week, training provided prior to camp)
3. Rhode Island Chauffer’s License (\$10 more per week, must be acquired on own)
4. First Aid and CPR
5. Belay Certifications (training provided during Staff Training)
6. Level 1 Archery Certification (\$10 more per week, training provided during Staff Training)

WORK ENVIRONMENT

Camp is a rustic, outdoor setting. Counselor must be able to live in a rustic cabin, most without electricity, and living with youth. Camp does have communal spaces for electronics charging, WiFi access, and break spaces. Camp is also on a salt water pond.

TIME OFF

Being an overnight camp staff member is a 24 hour a day job. The following is the time off structure:

1. 24 hour Day off every week
2. 6 hour Night off every week
3. Additional Breaks will be offered as available during the day

Employee Signature

Date

Signature of Person Issuing the Job Description