

**Job Title:** Summer Day Camp Counselor -  
Seasonal

**Location:** Camp Country Center –  
Hockessin, DE

**Department:** Outdoor Program

**Reports To:** Associate Director of Program

**FLSA:** Exempt

Nonexempt

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### Position Summary

Counselors are the primary caregivers for each camper. The Counselor is responsible for planning, teaching, coordinating, and carrying out activities and guiding campers in their personal growth and daily living skills.

### Essential Duties and Responsibilities

- Assist in the direction, supervision, and organization of campers in their camper group within activities and throughout the camp in order to meet the intended camper outcomes.
  - Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
  - Assures campers are properly supervised at all times.
    - Be aware of and implement safety guidelines.
- Participate in the development and implementation of program activities for campers within the mission and outcomes.
  - Responsible for leading or assisting with the teaching of activities.
  - Actively participate in all program areas as assigned.
  - Provide for a progression of activities within the framework of individual and group interests and abilities.
  - Assist in program areas such as target sports, creek, teambuilding, nature, all camp activities, and arts and crafts as directed.
- Maintain high standards of health and safety in all activities for campers and staff.
  - Provide the daily health observation and care of each camper within your supervision including recognition of personal health needs.
  - Ensure that campers receive their medications as directed by Health Care personnel.
  - Be alert to campers and staff needs and assist them with personal and/or health problems; discuss with camp director when appropriate.
  - Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs needed promptly to camp director.
- Be a role model to campers and staff in your attitude and behavior.
  - Follow and uphold all safety and security rules and procedures.
  - Set a good example to campers and others regarding general camp procedures, interactions, and practices including sanitation, schedule, and sportsmanship.
- Represent the camp when interacting with parents or community members.
  - Provide parents appropriate feedback and information as needed for their campers to have a successful camp experience.
  - Follow safety and security protocols when campers are in public while presenting a positive image of the camp.

### Other Job Duties:

- Provide supervision for campers while campers are transported to and from camp or during scheduled field trips off camp property.
- Contribute to verbal and written evaluations and communication as requested.

**Relationships:**

- Build positive and supportive relationships with other staff, leaders, and girls that build trust and courage, confidence, and character to help the world to be a better place.

**Equipment Used:**

- Counselors may be asked to use walkie talkies, fire protection equipment, washers and dryers, outdoor cooking, dishwashers, and specialty program equipment.

**Competencies and Areas of Expertise May Include:**

- Understand the developmental needs of youth.
- Ability to relate to youth and adults in a positive manner.
- Ability to interact with all age levels and developmental needs.
- Demonstrate knowledge and skills in program areas assigned.

**Physical Demands:**

- Ability to communicate and work with groups participating (age and skill levels) and provide necessary instruction to campers and staff.
- Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Ability to observe staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
- Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.
- Physical requirements prolong standing, bending, stooping, walking long distances, hiking, climbing, and stretching. Requires eye-hand coordination and manual dexterity to manipulate outdoor equipment and camp activities; requires normal range of hearing and eyesight. Ability to lift to 50 lbs.
- Willing to live in a camp setting and work irregular hours with limited or simple equipment and facilities; and with daily exposure to the sun, heat, and animals such as bugs, snakes, bats, etc.

**Direct Reports:** None

**Education and/or Experience**

- Must be 18 years of age or high school graduate.
- Must obtain or have willingness to obtain certification in First Aid/CPR/AED.
- Must submit health history prior to first day of work.
- Must be able to pass all federal, state and GSCB required background checks.

**The Following Requirements Apply to All Positions**

- Become a registered member of the Girl Scouts of the United States of America.
- Have working knowledge of the Girl Scout philosophy and program, and be committed to the Girl Scout mission.

- Make camper and coworker safety a paramount focus, following all summer camp procedures, Girl Scout Safety Activity Check Points and ACA standards.
- Cope with stressors and demands that are associated with the job and/or the work environment so that acceptable and defined levels of performance and overall contribution are maintained as communicating all needs and concerns with superiors for the best support.
- Adaptable and flexible work environment including but not limited to working additional hours (nights and weekends) as business needs may require, handling more than one task concurrently and, easily adapting to new assignments, systems, and processes.
- Possess a valid Driver's License and have regular access to a reliable vehicle.
- While all these continuing responsibilities apply to all jobs in Girl Scouts, the specific ways in which they apply, vary from job to job.

**Exposures and Environment Conditions:**

- Operate with daily exposure to various weather conditions and animals such as bugs, snakes, bats, raccoons, and other wilderness animals common to the area.
- While performing the duties of this job, the employee may sit or stand for prolonged periods of time, walk at a brisk pace on uneven terrain and climb stairs. The employee will work in the outdoors, which includes regular exposure to heat and humidity during camp.