



2024 COUNSELOR JOB DESCRIPTION & APPLICATION

Hello!

Thank you for your interest in the 2024 Growing Routes Camp Chloë Counselor position! Growing Routes aims to provide small group explorations that nurture confidence, creativity, and compassion. Our programs inspire participants to seek their highest potential so they are better equipped to work towards the greater good of society. We are searching for hard working counselors who are dedicated to our mission and helping participants feel empowered to make a positive impact on the world.

Being a camp counselor is an incredible opportunity to make an impact on a young person's life. Counselors must be dedicated to creating a safe, fun, and empowering environment.

Day camp runs from 8:45am - to 3:15pm, Monday through Friday. Counselors are expected to arrive daily at 8:15am and stay after camp until 4:00pm. It is important that counselors are on time for camp.

Overnight camp timing varies. Counselors are expected to be on call at all times during camp. Counselors are given free time throughout the day with the expectation that if there is ever an emergency, they will be willing and able to assist.

Training:

- Counselors are expected to attend Counselor Training in late spring/early summer.
- Counselors must complete Mandated Reporter Training.
- Learn all camp rules, safety guidelines, and Emergency Action Plans (EAP).

Responsibilities:

- Planning, leading, and implementing a variety of activities. Activities may include (but are not limited to): arts and crafts, swimming, hiking, canoeing, cooking/baking, berry picking, games, campfires, basket weaving, etc.
- Identify and respond to behavioral issues
- Greet campers as they arrive and help them feel welcome
- Attendance - sign campers in/out at beginning/end of day
- Help manage parking at drop off and pick up
- Know and enforce all rules and safety guidelines
- General Safety - know and understand all emergency procedures
 - Know EAP
- Keep an eye on campers during swim time (there will always be a lifeguard on duty)
- Cooking - work alone and with kids to prepare snacks and meals

- Cleaning - ensure the space is kept organized and clean
- Working one on one with kids (within group setting) to support growth/development
- Keep notes on daily activities to support in writing blog each night
 - ****Write notes to campers at the end of camp**
- Photograph daily for camp - No personal photos
- Mediate any conflicts that may arise between members of the group
- Participate in activities - go swimming with campers, play games, etc.
- Assist campers preparing for and getting to/from activities
- Have game ideas on hand to play with campers during transition times
- Enthusiasm about all activities
- Encourage all campers to interact respectfully - invite conversation among campers who do not usually interact
- Complete Mandated Reporter Training and act accordingly
- Recognize, mediate, and report bullying - research shows bullying is one of the top three reasons a child does not return to a camp
- On call whenever campers are awake including during daily "time off"
- Report any concerns or incidents

Rules

- Lead by example - do not break any rules campers are held to
- No taking photos of campers for personal use or posting photos on social media
- No phones allowed during camp
- Wear appropriate clothing
- No inappropriate language
- Do not share next activity with campers
- Let campers fail - you can help them but never just do it for them
- Never be 1:1 with camper - 3 is the magic number
- Treat campers and other counselors with respect

Work Conditions:

- Must be willing to help any camper in need at any time in the day or night (overnight)
- Must have the physical ability to participate in all activities including but not limited to: swimming, hiking, walking, canoeing, baking, arts and crafts, building campfires, and physical games.
- Must be capable of carrying up to 40lbs on uneven terrain
- Must be able to work in a range of weather conditions including rain, cold, humidity, and heat.
- Must be able to hike 10mi carrying a 35lb pack (this qualification is specific to Exploring Routes Hiking Camp)

Benefits:

- Work closely with kids
- Take on responsibility and ownership
- Learn how to create a schedule and adjust as needed
- Develop experience in a leadership position
- Spend your summer adventuring with kids!

Personnel qualities we look for:

- Strong communication skills with campers, counselors, parents, staff, co-workers, supervisor, etc.

- Flexibility and spontaneity
- Enthusiasm
- Self-motivated
- Responsibility, reliability, promptness, and trustworthiness
- Ability to organize and recall information/details and focus on efficiently performing required tasks
- Patience
- Fun-loving
- Genuine passion for working with and empowering young people
- Multitasking
- Ability to work as a team member with other counselors as well as work alone with little supervision
- Ability to make independent decisions when needed
- Flexibility surrounding schedule - plans may change quickly and you must be able to adapt
- Emotional stability and maturity
- Strong organizational skills
- Ability to lead, plan, and organize activities
- Confidence in ability to motivate and assist kids in everything from learning new skills and climbing mountains, to working through homesickness and reading at night.

Desired Qualifications we look for:

- Previous experience working with kids
- Previous experience as a camp counselor
- Teaching experience
- CPR/First Aid certified
- Drivers License
- Hiking experience (Exploring Routes Hiking Camp specific)

Additional Qualifications that may increase salary:

- Wilderness First Responder / Wilderness First Aid
- Lifeguard Certified
- Leave No Trace Trainer or Master Educator certification

Compensation:

- Depends on work experience. Please contact info@growingroutes.org for more information.

All staff/counselors are required to go through a formal application process which includes, submitting a written application, screening (including reference and criminal background checks), and completing 1-2 interviews.