

Seasonal General Camp Counselor

Position Description

Position summary

The General Counselor has the primary responsibilities of delivering camp programs that meet the needs and interests of girls, ensuring that girls are involved in the planning of their activities, regulating that those activities are outdoors and hands-on as often as possible, and confirming that each girl is given an opportunity to be actively involved in her own camping experience and that the experience meets the Girl Scout Leadership Experience (GSLE). The General Counselor will ensure that staff and campers have a safe, fun, positive, fulfilling, and educational summer camp experience that supports membership growth and retention. The General Counselor may be assigned a specific area of emphasis based on specific interests and needs of the camp.

Responsibilities including but not limited to:

1. Implement a safe, enriching delivery of camp program:
 - a. Coordinate with all staff to establish a safe and enriching camp unit community that allows girls to feel comfortable leading and participating in new and progressively challenging activities.
 - b. Facilitate unit program activities intended to meet the developmental, educational, emotional and social needs and interests of the girls, while meeting the intended and advertised description of each titled camp session.
 - c. Ensure activities are outdoors and hands-on whenever possible.
 - d. Ensure each girl has an opportunity to be actively involved in all aspects of her camp experience, including activity planning and implementation, by: providing guidance, the framework for unit government, the necessity and scheduling of unit campers, and program activities.
 - e. Enforce a high level of safety and health standards for all campers including: the supervision and assistance with unit housekeeping, sanitation, and care of supplies and equipment.
 - f. Participate and evaluate all off-site trip locations for assigned unit.
 - g. Participate in general camp program activities.
 - h. Recognize and work to alleviate homesickness, camper conflicts, illness or other potential problems. Keep the Senior Counselor/Unit Leader and/or Assistant Camp Director of all problems/concerns and the steps taken to resolve them.
 - i. Works one-on-one with campers on issues including basic needs and activities of daily living.
 - j. In conjunction with the Senior Counselor/Unit Leader and/or Assistant Camp Director and other unit staff, supervise functions of the unit campers, including: rule and policy education and enforcement, task management, and character development.
 - k. Participate in pre-camp and service trainings as requested.
 - l. Teach and demonstrate compliance with all camp policies and procedures.

- m. Become familiar with the girls in the unit and facilitate group activities which foster effective community living where each member is involved and valued, respects the rights of themselves and others, and understands the value of differences and similarities of other campers.
2. Manage daily, weekly, and seasonal camp functions:
 - a. Assure campers are prepared and punctual for all aspects of camp programming including: meals, ceremonies, and scheduled activities.
 - b. Know, communicate model and teach proper attire, equipment use and council policy and regulatory compliance necessary for the day and activity.
 - c. Eat with campers and supervise table clean-up after meals. Coordinate with all staff to supervise after-meal activities.
 - d. Sleep in camper unit as assigned. Assist with intra-unit routines, activities and problem-solving.
 - e. Contribute to the camp community by helping where needed, keeping the needs of the girls first, participating in all camp activities while on duty, and maintaining a publicly positive attitude.
 - f. Attend all staff meetings for the purpose of sharing and gathering information pertinent to camp and campers. Actively participate in decision making opportunities as presented.
 - g. Communicate concerns and successes for unit and camp function to the Senior Counselor/Unit Leader and/or Assistant Camp Director including: homesickness, illness, staffing, safety ratios, programming ideas and activities, and equipment status.
 - h. Complete and submit evaluations of co-workers and camp sessions at the conclusion of each titled camp session.
 - i. Help build good relationships with visitors and parents/guardians at camp.
 - j. Attend and participate in the opening and closing of the camp property at the commencement and conclusion of the camp season.
 - k. Perform other duties as assigned by the Senior Counselor and/or Assistant Camp Director.

Essential Functions

Applicants for the General Counselor position should, at minimum, have the ability to:

- Successfully complete all pre-employment and post-employment screenings including, but not limited to, background check.
- Obtain/retain registration as a member of the Girl Scouts of the USA.
- Obtain/retain basic First Aid and CPR with AED Training from the American Red Cross or other nationally recognized health and safety organization.
- Follow, maintain and enforce appropriate safety regulations and behavior management techniques.
- Recognize emergencies and manage campers in the event one should arise.
- Supervise campers and provide for their well-being at all times.



- Ability to climb, crouch and walk on uneven terrain and demonstrate and teach safe and proper use of a variety of programming equipment.
- Ability to actively participate in physical programming with participants.
- Ability to work indoors and outdoors in all types of weather
- Lift and carry up to 50 pounds.
- Adapt to the changing demands of the position.
- Apply independent discretion within the boundaries of the position.
- Work various days and hours including weekends and evenings, while maintaining strength and endurance required for living and working in a rustic environment.
- Effectively communicate verbally and in writing with staff, volunteers, campers, parents and guardians.

Reporting relationship

The General Counselor is supervised by the Assistant Camp Director and mentored by the Senior Counselor(s)/Unit Leader.

Qualifications

The ideal candidate for the position of General Counselor should, at minimum possess:

- Bona Fide Occupational Qualification of female at least 18 years of age
- Desire and ability to work extended hours and in close proximity with children and other diverse individuals.
- Demonstrated knowledge of, or willingness to learn, Girl Scout program, principles, and standards, as well as the mission and vision of GSMWLP.
- Honesty, integrity and trust while performing all job duties.