



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA JOB DESCRIPTION

Job Title: **Day Camp Counselor- Leaders in Training**

Job Code: TBD

FLSA Status:

Job Grade: (4)

Reports to: Camp Director and Assistant Camp Director

Revision Date: 02/23/2017

POSITION SUMMARY:

Provides direct supervision of a group of youth in a seasonal day camp. Provides a quality experience to children and parents focused on YMCA core values: honesty, respect, responsibility, and caring.

ESSENTIAL FUNCTIONS:

1. Dress for success: create a friendly experience for our members, wear your nametag and uniform so that members can identify you...and lend a hand – offer to get towels or magazines, hold the door, etc. A member should never feel like they are wasting your time.
2. Smile and say hello: Provide a warm welcome for our members, make eye contact, smile and say hello to everyone you see...including children, teens and those of other cultures.
3. Meet and greet: Make a personal connection with our members. Introduce yourself to at least one new person every day. Become someone they feel comfortable in talking too. Better yet, introduce members to each other!
4. See it, own it: If you see it...own it. Take responsibility for correcting the problems you see, be they as small as a discarded towel or as large as a member's complaint.
5. Give Thanks: ...and be grateful. Every member has chosen to spend part of their day with the Y...and don't forget to say thanks and give complements to volunteers and other staff.
6. Supervises a group of children.
7. Ability to care for and manage youth of middle school age.
8. Plans and implements program activities that is culturally relevant, developmentally appropriate and consistent with YMCA values.
9. Adheres to program standards including safety and cleanliness standards.
10. Attends staff meetings and trainings.
11. Follows YMCA policies and procedures, including those related to medical and disciplinary situations, child abuse prevention and emergencies.
12. Maintains positive relations with parents and other staff. Models relationship-building skills (including Listen First) in all interactions.
13. Assertiveness to deal with discipline and accident incidents
14. Ability to communicate positively with members, participants, and other staff
15. Must have prior experience working with children and adults
16. Ability to clean and organize within the daily operations of Day Camp
- 17.** Must be able to lift fifty pounds

YMCA OF THE USA

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YMCA COMPETENCIES (Leader):

Mission Advancement: Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

Collaboration: Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

Operational Effectiveness: Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

Personal Growth: Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

QUALIFICATIONS:

1. High school graduate or equivalent; one year or more of college preferred.
2. Previous experience working with children preferably in a day camp setting
3. Experience preferred in one or more of the following areas: service learning, community based youth development, outdoor living, songs/music, skits, sports, aquatics, recreational games, etc...
4. At least 18 years of age (The age minimum may be higher depending on state law and YMCA policies.)
5. CPR, First Aid, AED certifications and Child Abuse Prevention training within 30 days of hire date.
6. Previous experience with diverse populations preferred.
7. The ability to demonstrate strong creative thinking and problem solving skills.
8. Well-developed computer skills.
9. Have an interest in working with middle school age youth with the capability of creating engaging lessons, service learning projects, and activities that align with weekly camp themes.

PHYSICAL DEMANDS

Ability to plan, lead and participate in a range of activities in a variety of outdoor/indoor settings.

EFFECT ON END RESULT:

1. Effective relationship building that manifests into personal relationships with other members, staff, volunteers, etc.
2. Works well with other staff to promote YMCA values.
3. Models the YMCA Mission and Values while on the job.
4. Ability to live up to the "Staff Pledge" every day!
5. Provides Lead Counselor or Camp Directors with efficient support through completion of all designated support/clerical projects.
6. Provide quality reports and correspondence to appropriate staff and volunteers in a timely manner.

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7. The quality of finished correspondence, reports, etc., will reflect the professional image of the Rochester Area Family YMCA.
8. Deadlines will be met, resulting in an efficiently functioning camp.
9. A quality Customer Service philosophy will be incorporated into the daily work of the department.

The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. We understand and mutually accept the above descriptions to the job to be performed:

Employee	Date
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Youth Development Director	Date
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