



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

WALLA WALLA YMCA JOB DESCRIPTION

Job Title: Summer Camp Counselor
Reports to: Child Care Director
Job Duration: June 27th – August 26th

Seasonal / Non-Exempt
Hiring now for summer until filled

Will be required to commit for the full summer schedule

POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Provides direction for the children in summer camp, and implements camp activities, providing a safe and structured environment for learning, developing and summer fun.

ESSENTIAL FUNCTIONS:

1. Leads group activities and follows the job list provided by the Summer Camp Coordinator and/or Lead Counselor.
2. Implements activities provided by Summer Camp Coordinator and/or Lead Counselor.
3. Helps maintain a safe, clean, well-organized and structured environment.
4. Assists children with daily needs (bathroom, lunch, swim, etc.)
5. Entertains children with songs, games, reading books, etc.
6. Supervises the children, camp room, and all activities including ADA accommodations where appropriate. Follows all procedures and standards providing a safe environment.
7. Makes ongoing, systematic observations and evaluations of each child and communicates with the Summer Camp Coordinator.
8. Cultivates positive relationships and maintains effective communication with parents and co-workers.
9. Maintains a professional image and reflect the core values of Caring, Honesty, Respect and Responsibility at all times.
10. Maintains program site and equipment.
11. Maintains required program records and daily log.
12. Attends and participates in staff meetings and staff training.
13. Maintains and enforces all health and safety protocols.
14. Performs other duties as assigned.

YMCA COMPETENCIES (Leader):

Mission Advancement: Accepts and demonstrates the Ys 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

The Y: We're for youth development, healthy living, and social responsibility.

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.

EXPECTATIONS:

1. Ensure the safety and well-being of each child by responding to their environment, social and physical needs.
2. Be warm, patient and nurturing with children.
3. Take initiative and be a positive role model.
4. Show flexibility within your position (includes substituting or assisting as needed).
5. Be customer service oriented and professional.
6. Provide excellent customer service.
7. Communicate well with children, coworkers and families.
8. Be prompt, committed, and passionate and show responsibility within your position.

QUALIFICATIONS:

1. Must be at least 18 years of age.
2. Currently have or willing to obtain CPR, First Aid, AED certifications and Child Abuse prevention training and other required training within 30 days of hire date.
3. Experience working with children 5-10 years of age.
4. Ability to organize and implement age-appropriate/developmentally appropriate program activities.
5. Previous experience with diverse populations. Ability to develop positive, authentic relationships with people from different backgrounds.
6. Understands the YMCA is a public accommodation committed to inclusion and compliance with the Americans with Disabilities Act (ADA).

WORK ENVIRONMENT & PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to plan, lead and participate in activities including sitting, kneeling, standing, lifting, pushing, pulling, running and walking.
- Ability to work outside in the summer temperatures.
- Physically and mentally able to provide oversight and be responsible for a group of children at all times.

This position description does not include every duty required of the employee, but serves as a general listing of expectations. This description does not constitute a contract for employment and may be changed at any time at the discretion of the employer.

The YMCA is an Equal Opportunity Employer committed to strengthening communities to effect lasting, meaningful change. The execution of our mission requires substantial engagement of our entire community and is only attainable when diversity and inclusion are core to our planning, programming, staffing, messaging, organizational structure and partnerships.

We are committed to recruiting, developing and retaining diverse talent from the entry level to the Executive level. We also understand the need to have systems in place and ongoing cultural competence training to ensure that all people feel a sense of belonging and safety in order to excel in their contribution. We aim to address the services we provide and the suppliers and community partnerships we seek and support through a diversity and inclusion lens. We will know that it is working when the most marginalized groups are thriving as an integral part of the organization.