

# **Summer Camp Counselor Job Descriptions**

## **Counselor in Training (CIT)**

This position is meant to be a learning experience for those interested in becoming an assistant or head counselor in the future. Individuals in this program are expected to observe and learn the roles and responsibilities of the higher-level positions within their assigned group and other groups, if the opportunity presents. The CIT program also allows for the opportunity to complete service hours for the community while working with kids and absorbing as much knowledge about being a counselor and working with children as possible. Throughout the summer, individuals must prove themselves responsible, patient, safety conscious, hardworking, a team player and capable of working with children, especially if they would like to apply for a counselor position in the future. Individuals who have completed the CIT program and therefore have experience working in camp, do get preference to a paid position in future as opposed to those that did not complete the CIT program. Completing the CIT program does not guarantee employment at camp in the future but it does give preference over applicants who have not completed the CIT program or worked at camp before.

## **Assistant Counselor**

An assistant's counselor role is to establish a comfortable physical, social and emotional environment for all campers in their group. The assistant counselor is also responsible for working collaboratively with the head counselor on development, direction and supervision of age-appropriate activities to include, but not limited to, group games, sports and water activities. Assistant counselors are also expected to build meaningful and appropriate connections with both the campers and other counselors in their assigned group. All counselors are expected to participate in the setup, cleanup and maintenance of camp equipment as well as the storage of equipment throughout the summer. Overall, assistant counselors are expected to play a supportive role both to the other counselors and each of the campers in their group and maintain a good working relationship with all other campers as well as camp staff.

## **Head Counselor**

The most vital role of a head counselor is to maintain safety as a top priority and follow all camp safety policies. Beyond safety, a head counselor is expected to organize and lead various small and large group activities that include all campers within their group and at times, another group as well. On a day to say basis, the head counselor will maintain daily attendance of each camper as well as their current whereabouts. As appropriate, the head counselor will mediate camper disputes and notify camp directors of any behaviors that warrant a camper being spoken with separately. A head counselor will need to be able to effectively communicate any problems or concerns that arise within the group to include staff concerns.

## **Group Leader**

A group leader's role at camp is to help campers and counselors adjust to camp and to each other with an emphasis in self-respect, respect for others, promotion of positivity, healthy friendships, and the establishment of strong camp partnerships. The group leader is always a positive role model who earns respect through action from campers and staff. A group leader also assists all staff members in enforcing camp rules and policies. Motivation of campers and counselors to enthusiastically participate in all camp activities and events is also expected. Active supervision and assistance with facilitation of camp programs is an every day task of each group leader.