



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## WASHINGTON COUNTY YMCA JOB DESCRIPTION

Job Title: **Summer Day Camp Enrichment Counselor**  
Reports to: Program Director

**Name:**  
**Job Code:** 1028

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### 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 direct supervision of a group of children during summer break day camp care. Creates positive, nurturing relationships with children, while building cooperative relationships with parents/caregivers. Promotes and supports the potential of all youth in programs and facilitates peer-to-peer connections as part of the overall camp experience. Under the direction of Program Director, the summer camp counselor assumes primary responsibility for assisting with implementation of all program activities at the site for the group and special needs child(ren) assigned to them. The counselor will provide for the children's social, physical, spiritual, and mental care and growth and will also work in any support role necessary for the successful operation of Youth Development Program.

### ESSENTIAL FUNCTIONS:

1. Supervises a group of children.
2. Plans and implements program activities that are culturally relevant, developmentally appropriate and consistent with YMCA values.
3. Adheres to program standards including safety and cleanliness standards.
4. Attends staff meetings and trainings.
5. Follows YMCA policies and procedures, including those related to medical and disciplinary situations, child abuse prevention and emergencies.
6. Cultivates positive relationships and maintains effective communication with parents, children and other staff. Models relationship-building skills in all interactions.
7. 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,

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1709 N Shelby St. Salem, IN 47167  
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YMCA JOB DESCRIPTION FOR DAY CAMP COUNSELOR

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. Previous experience working with children preferably in a day camp setting/group setting.
2. CPR, First Aid, AED certifications, Child Abuse Prevention training, and iLead training within 30 days of hire date.
3. Minimum 16 years of age.
4. Good human relations skills.
5. Clean Child Protective Services Background Check (if over 18 yrs of age)
6. Clean National Criminal History Background Check
7. Attendance at staff training events.
8. Ability to supervise and maintain control in a group setting.
9. Commitment to YMCA mission and four core values of caring, honesty, respect, and responsibility.
10. He/she shall possess an outgoing personality enabling him/her to relate well to the participants, and their parents, in the YMCA program.
11. Possess good communication skills, both written and oral.
12. Flexible, eager, and creative attitude.

**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.
  - Carrying and lifting equipment & food coolers
  - Playing physical games & participating in fitness classes alongside students
- Ability to plan, lead and participate in a range of activities in a variety of outdoor/indoor settings.

**BENEFITS:**

- FREE YMCA student or adult membership while working for the YMCA
- Discount on program registration fees while employed with the Y
- Flexible schedule with ability to pick up extra shifts when available

**I understand that the Washington County Family YMCA has hired me, as a Summer Day Camp Counselor beginning \_\_\_\_\_, the rate of pay will be \$11.00 per hour.**

**I have read and understand my job description.**

**Employee Signature** \_\_\_\_\_

**Supervisor's Signature** \_\_\_\_\_