



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

WASHINGTON COUNTY FAMILY YMCA JOB DESCRIPTION

Job Title: Summer Break Day Camp Lead
Reports To: Program Director

Name:

GENERAL FUNCTION:

As a key member of the Summer Camp staff team, the Summer Camp Lead is responsible for creating a safe, fun and positive atmosphere that promotes camper engagement, a strong staff team, and an excellent summer camp experience in accordance with YMCA policies and procedures.

ENTRY REQUIREMENTS:

- Previous experience working with children preferably in a day camp setting/group setting
- Previous experience supervising staff or volunteers
- Minimum 21 years of age
- CPR, First Aid, AED certifications and Child Abuse Prevention training, and iLead training within 30 days of hire date
- Good human relations skills
- Clean Child Protective Services Background Check and National Criminal History Background Check/Fingerprints
- Attendance at staff training events including training in Achievement, Relationships, and Belonging before camp begins.
- Ability to supervise and maintain control in a group setting.
- Commitment to YMCA mission and four core values of caring, honesty, respect, and responsibility.
- He/she shall possess an outgoing personality enabling him/her to relate well to the participants in the YMCA program.
- Flexible, eager, and creative attitude.
- Able to manage camp staff and facilitate program on a daily basis.

PRINCIPLE ACTIVITIES:

1. Uphold the mission of the YMCA and demonstrate behaviors that reflect a determined, nurturing, genuine, hopeful, and welcoming nature.
2. Reports to the Program Director.
3. Plans and leads crafts, games, and activities that support camper achievement, relationship-building, and a sense of belonging. Camp weeks will be planned collaboratively between the Summer Camp Lead and the Program Director.
4. The camp lead is responsible for the safety and welfare of all campers/staff.
5. Is responsible for maintaining staff to camper ratio and managing daily activities.
6. Assist with leading summer camp staff trainings that include safety protocols, appropriate supervision tactics, group songs, games and crafts, and engages campers in learning activities.
7. Fosters Achievement, Relationships, and Belonging among staff and participants by encouraging teamwork, celebrating individual progress, and creating an inclusive and supportive camp environment.
8. Maintain a safe and clean work area and organized work environment in all spaces used by camp.
9. Supervise the use of all YMCA equipment and rooms.
10. Maintains all necessary reports, including registration forms, attendance, and hourly attendance checks.
11. Encourages and praises individual progress on whatever level.
12. Develops a good working relationship with participants, parents and counselors.

13. Follows all YMCA Policies and procedures.
14. Is courteous and helpful at all times.
15. Is neat and professional in appearance.
16. Is responsible for any other miscellaneous duties related to the program of the YMCA as assigned by supervisor.

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 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.

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 a range of activities in a variety of outdoor/indoor settings.

BENEFITS:

1. FREE YMCA student or adult membership while employed with the YMCA.
2. Discount on program registration fees while employed with the YMCA.

I understand that the Washington County Family YMCA has hired me, as a Summer Break Day Camp Lead for the 2026 Summer Day Camp. The rate of pay will be \$per hour. Benefits with this position include a free (seasonal) adult/student membership during the dates that I am scheduled to work.

SIGNATURE:

I have read and understand my job description

Employee Signature_____

Supervisor’s Signature_____ Date_____