FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: Cabin Counselor Specialist- Sports
Employee Classification: Seasonal
Reports to: Overnight Summer Camp Director

Status: Exempt
Revision Date: 10/2026

POSITION SUMMARY:

The Sports Specialist provides leadership for, lives with, and cares for a cabin group of 8–10 campers. In addition to cabin responsibilities, the Target Sports Specialist is responsible for high quality instruction and program delivery within the target sports area, which may include archery, riflery, and related activities. This role requires strict adherence to safety procedures, accurate equipment maintenance, and proactive risk management at all times.

The Sports Specialist ensures full compliance with Colorado Child Care Licensing regulations, USA Archery, and American Camp Association standards in all program operations, including supervision ratios, equipment usage, training requirements, and site management. They implement these standards consistently to protect the health, safety, and welfare of every camper.

Collaboration with the co-counselor and program team is essential to meet each camper's physical, social, and emotional needs while fostering skill development, sportsmanship, and confidence. The Target Sports Specialist supports all aspects of the camper experience with a strong emphasis on exceptional customer service. They maintain program facilities and equipment in an organized and clean condition, and uphold all established safety protocols throughout the summer.

OUR CULTURE:

We firmly believe in our mission of putting Christian principles into practice through programs, staff, and facilities in an environment that builds healthy spirit, mind, and body for all. The YMCA of the Rockies staff are key players in helping cultivate an environment of healthy living, youth development, and community impact on our breathtaking properties outside Rocky Mountain National Park. This is a place where nature inspires, and staff lead with heart. We are committed to being welcoming to ***all*** people and to making a difference in the lives of our members, guests, and staff. The work each staff member does matters. We count on our staff to provide extraordinary mission-based experiences for our guests and for each other.

ESSENTIAL FUNCTIONS FOR ALL CAMP CHIEF OURAY STAFF:

- Create a safe space for all campers, families, and staff. Promote safe work practices to allow for development and growth for all.
- Possess the mental, social, and emotional skills necessary to build rapport and positive relationships, putting camper needs first
- Respond to camper and customer requests for service, troubleshoot problems and develop solutions in a patient and respectful manner.
- Contribute to a cooperative and positive camp community, be a team player

- Be responsible for the upkeep of the camp facility and cleanliness of camp. Report any repairs in a timely manner.
- Assist other departments as needed

ESSENTIAL FUNCTIONS FOR THIS POSITION:

- Participate in staff training prior to working with campers
- Be concerned with the needs of camper development and growth, guiding the individual camper in participations in group, unit and all-camp activities.
- During programming times, responsible for delivery of curriculum, set up of areas, and cleaning of supplies as it relates to the respective program area
- Be qualified to, or willingness to obtain skills to, set up, teach, and maintain one or more camp activities. Develop lesson plans for, and teach in, one or more camp activity programs.
- Be qualified to, or willingness to obtain hours of experience needed in order to run specialist areas in accordance with Colorado Childcare Licensing and ACA standards
- All other duties as assigned

REQUIREMENTS/QUALIFICATIONS:

- Preferably be at least 19 years of age, and have experience working with youth in a summer camp setting
- Certification in USA Archery Level 1 or higher through an accredited organization.
- Have the required number of hours of experience in accordance with Colorado Childcare Licensing for Hatchet Throwing and Slingshot
- Ability to prioritize tasks and efficiently manage time.
- Must have current certification in CPR/First Aid or be willing to obtain certification
- Must have experience working in respective program area
- Willingness to obtain additional certifications for program area

GENERAL YMCA OF THE ROCKIES REQUIREMENTS

- Uphold and reflect the YMCA core values of Caring, Honesty, Respect, Responsibility, and Faith in all functions
- Uphold the YMCA of the Rockies Mission, policies, and programs.
- Possess and demonstrate excellent customer service skills; for example, friendly, personable, helpful, patient, and professional.
- Support the YMCA of the Rockies safety program. Promote safe work practices and a safe environment for guests, members, and staff.
- Promote a cooperative, positive, and flexible atmosphere while working with others in a diverse community.
- Attend required abuse risk management training and report suspicious or inappropriate behaviors and policy violations.
- Commitment to diversity, equity, inclusion, and antiracism is required.
- Must meet acceptable criminal background check standards.
- All other duties as assigned.

WORK ENVIRONMENT & PHYSICAL DEMANDS:

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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.

- Be able to work inside and outside in all weather conditions
- Be able to hike on rugged terrain
- Must be able to lift 25 pounds, climb/work on ladders and in tight spaces.

ENVIRONMENTAL SUSTAINABILITY COLLABORATION:

Support organizational environmental sustainability goals through regular and effective collaboration and communication with sustainability leadership.

ADDITIONAL INFORMATION:

YMCA of the Rockies is a **Praesidium-accredited** organization. Our hiring process reflects the values and standards of Praesidium and other accredited organizations. For more information about Praesidium accreditation, please visit https://www.praesidiuminc.com/

Note: Employees are held accountable for all duties of this job.
This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.