FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: Challenger Cabin Counselor
Employee Classification: Seasonal
Reports to: Overnight Summer Camp Director

Status: Exempt
Revision Date: 10/2026

POSITION SUMMARY:

The Challenger Cabin Counselor provides leadership for, lives with, and cares for a cabin group of up to 20 campers. They are expected to work collaboratively with their co-counselors to ensure each camper's physical, social, and emotional health and safety needs are met. They are responsible for all other aspects of the camper's experience, with the expectation of exceptional customer service. The Challenger Cabin Counselor is responsible for organizing, planning and safely running one or more activity classes each week suited to the talents and interests of the Challenger Campers (ages 13-14).

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.
- 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.
- Lead an all-day hike
- Assume weekend camp responsibilities for one weekend of the summer.
- Complete any reports due as a result of work in program areas including an end of season summary of the Challenger Program.

- Complete a weekly roster of campers indicating recommendations for camper participation in the LTP or Wilderness Adventure Program in the future.
- All other duties as assigned

REQUIREMENTS/QUALIFICATIONS:

- Preferably be at least 21 years of age, and have experience working with youth in a summer camp setting
- Ability to prioritize tasks and efficiently manage time.
- Must have current certification in Wilderness First Aid or be willing to obtain certification

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.

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.

- 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.

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This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.

YMCA OF THE ROCKIES
2515 Tunnel Rd, Estes Park, CO 80511
(P) 970-586-3341 (F) 970-586-6088
YMCAROCKIES.ORG
ESTES PARK CENTER| SNOW MOUNTAIN RANCH| CAMP CHIEF OURAY