FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: Day Camp Counselor
Employee Classification: Seasonal
Reports to: Youth Development and Compliance Director

Status: Exempt
Revision Date: 10/2026

POSITION SUMMARY:

The Day Camp Counselor provides leadership for and cares for a group of campers (ages 5-14, split up by age into groups of 10-15 campers) with one co-counselor. They are expected to work collaboratively with their co-counselor to ensure each camper's physical, social, and emotional health and safety needs are met. They are responsible for all aspects of the camper's experience, including planning activities and creating age-appropriate lesson plans, facilitating activities, and engaging with campers at all times.

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 all pre-camp trainings prior to working with campers
- Become familiar with all camp programming
- Possess, or be willing to gain, understanding of camper needs for development and growth and how to provide individual support to campers as needed
- Be qualified to, or have willingness to, obtain skills to plan, set up, and facilitate camp activities. Develop age-appropriate lesson plans for activities including but not limited to arts & crafts, sports & games, science, outdoor education, and team building
- Provide exceptional camper supervision including maintaining ratio requirements and all regulating authority regulations discussing during staff training

- Appropriately communicate camper needs/concerns with leadership staff and/or parent/guardians as necessary. This includes collaborating with co-counselor to write a daily camper notes to give to parent/guardians at check-out
- Provide coverage for overnight camp counselors one evening a week and assist with overnight camp check-in/check-out every third weekend. Lead one Parents' Night Out program throughout the summer.
- Perform daily cleaning duties as assigned
- Attend daily staff meetings and weekly 1:1 meeting with the Day Camp Village Leader to discuss performance, support needs, and concerns
- Ensure proper incident reporting procedures are followed, and written documentation is provided as needed or requested by leadership staff
- All other duties as assigned

REQUIREMENTS/QUALIFICATIONS:

- Must be at least 18 years of age
- Preferably has experience working with youth
- Ability to prioritize tasks and efficiently manage time
- Must have current certification in CPR/First Aid or be willing to obtain certification
- All other duties as assigned

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:

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.