the YMCA OF THE ROCKIES

Camp Chief Ouray 2027 Summer Staff Overview

Please review this document before applying. This document contains information about the 2027 summer staff positions.

Updated September 2026

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Attention Returning Staff:

Look out for this brown star in the top right corner of the slides. They contain information that is new or has changed from last summer.

About CCO

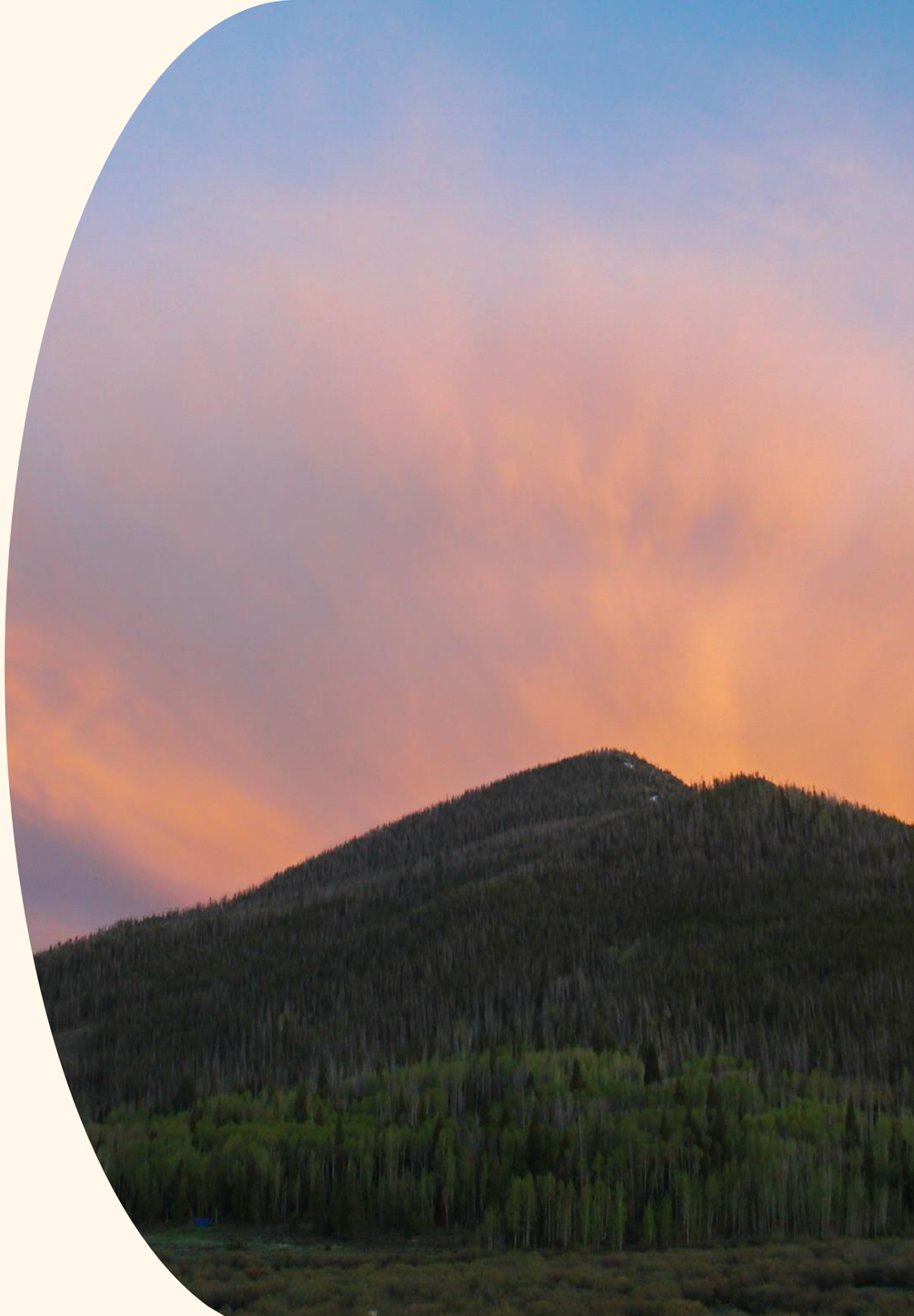
Camp Chief Ouray (CCO) was established in 1908 and has grown to be a premiere overnight and day camp for youth aged five to seventeen. CCO is part of the YMCA of the Rockies and is located at Snow Mountain Ranch in Granby, Colorado.

Our Mission
YMCA of the Rockies puts Christian principles into practice through programs, staff and facilities in an environment that builds a healthy spirit, mind and body for all.

Our Goal
Offer challenging experiences to build leaders through life-long skill development in a safe, imaginative, natural setting. We instill confidence through independence and interpersonal skills. We challenge our campers and staff to discover their true selves.

Our Diversity, Inclusion, and Global Innovation Statement
The YMCA of the Rockies will reach out to and welcome all people and organizations of good will and ensure that the rich gifts of diversity are reflected and respected at all levels.

Our Commitment to All People
We will serve a diverse population, inclusive of all people of good will. Reflecting our Christian Mission, we will be inclusive and welcoming of all people of good will. Our activities and facilities will be inclusive, accessible, and available to the diverse worldwide community we serve.



About CCO Continued

CCO offers three summer camp programs. Staff are hired to work one of the three:

Overnight Camp:

- Traditional: ages 7-12
- Two-Week Traditional: ages 10-14
- Mini camp: ages 7-12
- Challenger: ages 13-14

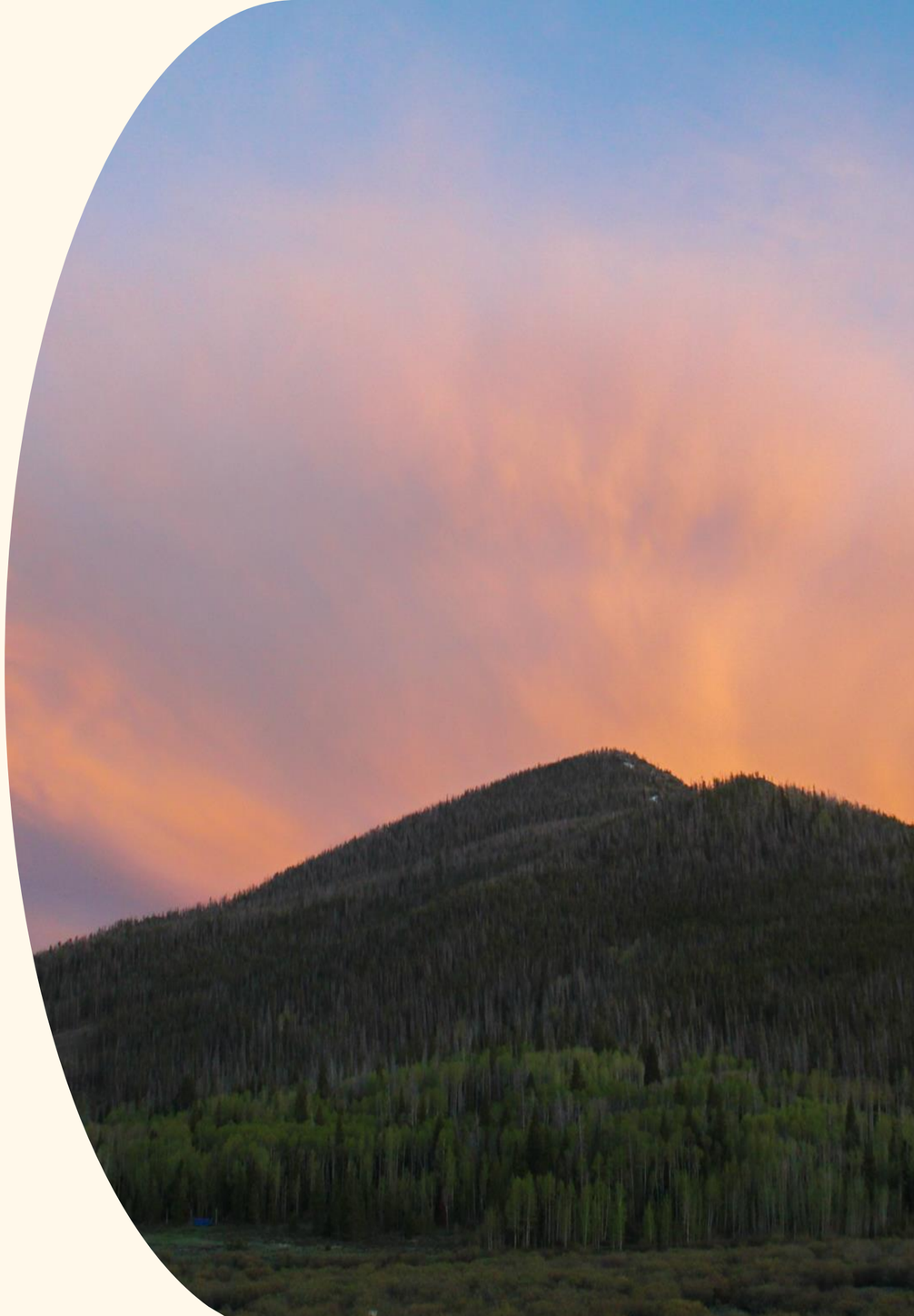
Leadership + Trips Program (LTP):

- Adventure Trips: ages 13-16
- Trekker Trips: ages 14-17
- Leadership Training Programs: grades 9-12

Day Camp:

- Traditional Day Camp: ages 5-11
- Day Camp Leaders: grades 6-8

Learn more about each of our programs on our website!



What does it take to work at CCO?

Essential Functions of all CCO Staff:

(as listed in all job descriptions)

Camp Chief Ouray staff are expected to create a safe space for all campers, families, and staff while allowing development and growth for all. They should possess the mental, social and emotional skills necessary to build rapport and positive relationships, putting camper needs first. Responding to camper and customer requests for service, troubleshooting problems and developing solutions in a patient and respectful manner is an important aspect of our work. All staff should contribute to a cooperative and positive camp community, take responsibility for the upkeep of the camp facility and cleanliness of camp.



What else should I know before I keep reading?



All staff MUST comply with the following:

- Be available and willing to work for the majority of the summer season (see dates listed under each position, most are Mid-May to Mid-August). Time off requests are not guaranteed and must be submitted PRIOR to arrival to be considered.
- Possess or be willing to obtain a **current CPR/First Aid Certification**
  - Preferably from American Red Cross or American Heart Association or NOLS (as part of WFA/WFR)
  - Camp will provide ONE DAY of optional CPR/First Aid training for staff PRIOR to mandatory staff training. If a staff member cannot come to the provided training, the staff member is responsible for obtaining and paying for the training and certification on their own.
- Provide a **physical from a medical provider within the last 12 months.**
  - It must include the date of your last tetanus shot.
- Sign an acknowledgment of our **zero-tolerance drug and alcohol** policy.
- Sign an acknowledgment that multiple criminal background checks, including fingerprints, will be required.

Please reach out to the camp office if you have questions on the above items before applying.



Application Process

Below are the steps of the CCO application process.

1. Review this document in its entirety to learn about what it is like to live and work at CCO and the positions available.
2. Complete an application online.
3. A hiring manger will review your application and, if eligible, will reach out via email to schedule an interview and send you the full job description of the role(s) you have applied for.
    1. The interview will be conducted via a video call and should take 45-60 minutes.
4. The hiring team will review your application, interview notes, and references and make a hiring decision. If needed, they will reach out to ask any follow up questions. You will be notified on the hiring decision via phone call and/or email.
5. If offered a position, you will be sent an offer letter to review and sign as intent to accept the position. If you accept the position, you will be required to complete online paperwork prior to your arrival.

Questions about this process should be directed to the hiring manager assigned to review your application. If you are unsure of who your hiring manger is, please contact the CCO main office at 970-887-2648.

Typical Schedules

Attention Returning Staff: read this!

Curious about the schedule? Here's a brief overview! Note that the schedule for staff training differs from the rest of the summer.

Overnight Camp/LTP

Overnight camp runs from Sunday afternoon to Saturday morning. Each weekday is scheduled to include both assigned cabin group and FOCA activities("freedom of choice activities" aka electives). Each day ends with an all camp activity (a large game, talent show, dance, or campfire). We wake up around 7:00am and go to bed around 10:00pm.

Counselors will be scheduled to have a 2 hour chunk and a 4 hour chunk of off time throughout the week plus a daily 30 minutes. They also get 24 hours off each weekend between sessions. Leadership staff off time will also vary but will be less than cabin counselor. LTP staff off time will vary based on the program they are working but staff should expect it to be minimal. Everyone is required to work one weekend. Duties may include bus/airport duty or camper supervision/activity facilitation.

Day Camp

Day camp runs Monday-Friday. Staff are scheduled to work 7:30am-5:00 or 6:00pm (depending on the day of the week). This will include a morning meeting, day camp programming, and an afternoon meeting. Day camp staff will also work one evening shift per week at overnight camp and every third weekend (with a 4 hour shift each day to support overnight camp check-in/check-out). Additionally, once a summer, day camp staff are assigned to work a Parents' Night Out program (Friday 5:00-9:00pm).

Staff Training

The schedule for staff training will look different than the rest of the summer. All staff (day camp AND overnight camp) will follow the same schedule with designated times to break out into program areas. Staff should expect training days to be long (7:00am-10:00pm) with minimal off time. We will schedule time for breaks plus a minimum of one full day off but it's important for staff to understand that the typical schedule/off time format will not be followed during staff training.

Activities

Attention Returning Staff: read this!

Each program type offers different types of activities and may vary by program/week. See below for a brief description.

What's Camp-Out Night?

Every week, overnight campers and counselors spend one night sleeping under the stars! They will cook dinner over a fire, roll out a sleeping pad + bag on the ground, and fall sleep listening to the sounds of nature and watching stars shoot across the sky!

Campers and staff routinely consider it one of the best parts of CCO!

Overnight Camp

Cabin counselors at overnight camp will be hired to focus in one of the following activity areas, called "clusters."

- Ropes Clusters
- Sports Clusters
- Creative Cluster
- Riding Instructors (Barn Cluster)

Counselors will be trained in their designated area and facilitate activities for campers for both cabin groups and FOCA time (“freedom of choice activities” aka electives). Counselors will also facilitate activities outside of their focus area including, hiking, camping, all camp games, teambuilding, camp-out night (see left) and more! Counselors will be expected to choose from existing and/or create lesson plans and prep for activities (with support) as designated by the overnight leadership team.

Day Camp

Day Camp counselors will not have a focus area and instead will be trained on and responsible for facilitating multiple activities including:

- Creative Arts
- Sports + Games
- Archery
- Rock Climbing
- Hiking
- Teambuilding
- Outdoor Education/Survival
- And more!

Counselors will be expected to choose from existing and/or create new lesson plans and prep for activities (with support) as directed by the day camp leadership team.

Leadership + Trips Program

LTP staff will be hired to lead specific programs and activities will vary. Activities that trips staff will be trained on and expected to facilitate may include, but are not limited to, the following:

- Hiking/Backpacking
- Backcountry Navigation
- Outdoor cooking
- Teambuilding and Leadership Skills
- Outdoor Education/Survival
- Biking
- And more!

Counselors will be expected to choose from existing and/or create new lesson plans and prep for activities (with support) as directed by the LTP leadership team.



Living at CCO

Want to know what it would be like to live and work with us? You've come to the right place!

All CCO Summer Camp Staff live here on Snow Mountain Ranch (SMR), a 5,500 acre property in Granby, Colorado in the heart of the Rocky Mountains. Snow Mountain Ranch is a resort style property, serving families, groups, and more by providing lodging, meeting spaces, food, activities, and access to the outdoors. Camp Chief Ouray sits on this property and shares a number of facilities. As a licensed childcare facility, the overnight camp portion of property is closed off to access from the public.

All summer camp staff are provided room and board free of charge!

You will not be charged for your housing and/or your food during the time listed on your contract. Three meals a day, seven days a week, will be provided. You will receive a twin size bed in shared housing dependent on position. The next few pages of this document will provide more information about housing and food.

Parking is available at no additional cost. The majority of summer camp staff will be required to park in a dirt lot that is about a 5 minute walk from the main part of overnight camp. Day Camp will be able to park their vehicles much closer to their separate housing.

Housing

Housing is assigned by gender identity.

Overnight Camp: Cabin Counselors

Cabin Counselors will live in rustic style cabins with campers. Cabins include twin size bunk beds and a small storage shelf and electrical outlets. Cabin Counselors have access to the shared bathhouses with sinks, toilets, and individual showers. Counselors will have access to a staff retreat with lockers for storage of food and valuables. The most common type of cabin is pictured below.



LTP Staff (Trips)

Trips staff will live with campers when assigned to be leading programming. They will stay in backpacking tents or platform tents. When not supervising campers, they will live in CCO's dorm style housing. Rooms house 2-5 people with bunk beds, and some storage. Each floor has shared bathrooms with sinks, toilets, and individual showers.

*platform tents are typically smaller than pictured below.



Leadership Staff

Leadership staff will live in CCO's dorm style housing. Select positions will be housed in a shared apartment. Bedrooms house 2-5 people with bunk beds, and some storage. Each type of housing has shared bathrooms with sinks, toilets, and showers.



Housing Continued

Housing is assigned by gender identity.

Day Camp Counselors

Day camp staff will live in the Snow Mountain Ranch dorm building, named Blueridge. Rooms house 3-4 people with bunk beds, a closet, a toilet, and a sink. Individual showers are located on each floor. Blueridge also includes a common area, kitchen, and laundry facilities. We request for day camp staff to be roomed together, but staff may also live with employees from other SMR departments (food service, housekeeping, grounds, etc.). It is about a 5 minute walk to the Day Camp building.



Nurses

Nurses will live in the "Cookie Jar" building with the other nurses on the Overnight Camp Property. Nurses will have their own bedroom, a shared bathroom, and access to a small common area and kitchen. Though nurses live and eat on the overnight camp property they are expected to support both overnight and day camp.

Volunteers

Housing for volunteers will vary. Volunteers are required to work 28 hours per week to qualify for free housing and 3 meals per day. Please contact the CCO main office for more information on specific accommodations.

Kitchen Staff + Grounds Maintenance Worker:

See the day camp counselor section for information on housing.

Meals

Three meals a day, seven days a week, will be provided to all staff during the length of their employment contract. Staff are required to submit any dietary restrictions and/or allergies on their pre-arrival paperwork to ensure that the appropriate accommodations are provided. Menus will vary on a two-three week rotation.



Overnight Camp/LTP

All meals at overnight camp take place at the “Camper Hub.” Meals are served family style. Those with dietary restrictions will collect their food from the kitchen separately. Breakfast typically includes a yogurt bar and coffee station. Lunch and dinner include a salad bar. Counselors are responsible for sitting with and serving campers. Admin are responsible for leading meals. Meals for trips off site will be packed and cooked on trail. Overnight camp staff who are on off time can eat meals out of the “Commons” dining hall (see right for more info).

Day Camp

Day camp staff will make their own lunch, using provided food options at the day camp building, during day camp programming (M-F). They will be expected to eat lunch with campers (who bring their own food). Staff will eat breakfast, dinner, and weekend lunches at the “Commons” dining hall. Meals at the commons are served buffet style. Breakfast includes a yogurt bar, lunch and dinner include a salad bar. The exception to where day camp meals are served is during staff training (see right).

Staff Training

During staff training, all summer camp staff will eat meals together. The majority of meals will be at the “Camper Hub" (see left under overnight camp) with a few served out of the "Commons (see left under day camp).” Unless noted otherwise, meals during staff training are considered training and require attendance.

The Local Community

CCO is located in Granby, Colorado in Grand County. Our community is in a rural area high in the Rocky Mountains at an elevation of 8700 feet above sea level. There are a few small towns nearby; Granby, Fraser, and Winter Park about 15-20 minute drive away. The nearest large city (Denver) is an hour and a half away by car. We have two grocery stores, an emergency room and health clinic, hardware stores, and many small businesses/restaurants. There are two downhill ski resorts nearby and multiple outdoor recreation areas; including Rocky Mountain National Park, lakes, US forest service, and BLM land. Popular off time activities include:

- Hiking
- Camping
- Rock Climbing
- Mountain biking
- Hammocking
- Hot Springs
- Paddle boarding, fishing, or lounging on the shore of Lake Granby or Grand Lake
- Shopping in neighboring towns (Granby, Winter Park, Grand Lake)
- Visiting other parts of Colorado (Denver, Boulder, Summit County)
- Eating out at local restaurants
- Trips to the grocery store
- Going to the local movie theater
- Calling home to chat with friends/family
- Self-Care/Alone Time (showers, reading, journaling, laundry, calling home, etc.)
- Hang out in the staff retreat (watch tv, scroll socials, chat with coworkers, etc.)

Employee Benefits

- Desirable work location in the heart of the Rockies
- Professional development trainings around leadership, outdoor recreation, and childcare
- Discounts for Snow Mountain Ranch lodge rooms/cabins and stores
- Membership to local gym
- Ability to check out a Grand Pass (access to local activities/discounts for shops/restaurants)
- Pro Deals (discounts to outdoor brands)
- Room/Board included

Living Here FAQs

Below are answers to frequently asked questions about living on property.

Should I bring my vehicle? You are welcome to bring a vehicle, as they are helpful when getting around during off time. However, many staff do not bring vehicles and are able to get rides with friends or use local public transportation.

How will I do laundry? There is a laundromat on property. Quarters are provided to staff but laundry detergent is not. It is suggested to bring a laundry bag with strong handles as it is a 10-15 minute walk from overnight camp if you do not have a car.

What should I pack? Staff will be provided a detailed packing list one-two months prior to arrival. Staff are advised to pack in large duffel bags, or backpacks, as our roads/sidewalks are mostly dirt.

What's the weather like? Summers in Granby are warm during the day and cold at night. We often have afternoon thunderstorms but otherwise it is quite dry here. Be prepared to pack and wear lots of layers.

Is there phone service or WI-FI? Phone service and WI-FI strength varies across camp property. Most of main camp areas have phone service and WI-FI, some of the overnight cabins will not.



Living Here FAQs Continued

Below are answers to frequently asked questions about living on property.

How is the food? Snow Mountain Ranch has a food service team run by our exceptional full time staff and many seasonal employees. All food service locations on property include varied menus on a rotation to ensure staff are provided a variety of meals. Menus at overnight camp are created with children and staff in mind and include both kid and adult friendly options. Dietary restrictions and allergies are taken into consideration when planning menus and a similar but alternative option will be provided for those who require it.

Can I take a few days/a week off? Hired staff who wish to request time off must request it as soon as possible to increase the likelihood of it being approved. Time off requests received after employment start dates may not be considered due to child care supervision ratio requirements.

Can my family or friends visit me? Staff have access to discounted lodge rooms and cabins at Snow Mountain Ranch and may book them for friends/family. Some restrictions apply. Staff who are requesting time away from work to visit with family/friends should request off time prior to their employment start date.

What's the public transportation like? There is a free public bus system for the county we reside in. The bus stop is a 20-25 minute walk from main camp. The bus has stops throughout the county in the small towns around us. The local bus system can connect you to the train station or Bustang which can transport you to other parts of Colorado. The train system/Bustang is not free.





Attention Returning Staff: read this!

Ready to see the different positions CCO has to offer?

Below are short descriptions of each of the summer staff positions that we will be hiring for the 2027 season.

You may apply for multiple positions.

Our Team Structure

Attention Returning Staff: read this!

Our summer seasonal team is broken down into a few different categories.

Counselors

Counselors are the staff who are working directly with campers! There is a number of different positions in this category.

<u>Day Camp Team:</u>
Day Camp Counselor

<u>Overnight Camp Team:</u>
Cabin Counselor: Creative
Cabin Counselor: Sports
Cabin Counselor: Sports Specialist (will receive extra archery training)
Cabin Counselor: Ropes
Cabin Counselor: Ropes Specialist (will receive extra ropes training)
Cabin Counselor: Riding Instructor
Challenger Counselor

<u>Trips + Leadership Training Programs Team:</u>
Adventure/Backpacking Leader
Backpacking/Mountain Biking Leader
Wilderness Expedition Leader
Counselor In Training (CIT) Coordinator (also on leadership team)

Leadership

Our leadership team is further divided into two teams, based on role responsibilities.

<u>The Super Team:</u>
Roles within the Super Team have primary responsibilities of *super*vising staff and program areas.

<u>The Power Team:</u>
Roles within the Power Team are responsible for the coordination and execution of specific logistics and activities that *power* the overall success of camp!

Leadership positions are labeled on the followed slides to indicate which team

Nurses

Our nurses work in the health center and have unique employment commitment, weekly schedule, and pay rate.

Volunteers

Volunteer roles include running our camp store and drivers. These are full summer commitments that provide housing and food. For short term volunteer interest, please visit our volunteer webpage.

Kitchen Staff

This position falls under Snow Mountain Ranch's Food Service department but primarily serves CCO. Visit the YMCA of the Rockies career page to apply.

Grounds and Maintenance Worker

This position falls under Snow Mountain Ranch's Building and Grounds department but primarily serves CCO. Visit the YMCA of the Rockies career page to apply.

Overnight Camp Cabin Counselor Positions

All Cabin Counselor positions are part of the overnight camp program. All cabin counselors must be a minimum of 18 years old and have a current certification in CPR/First Aid or be willing to obtain one. They will live with and provide leadership for a cabin of 8-10 campers with one co-counselor, living in the cabin with the campers. They are expected to work with collaboratively with their coworkers to ensure each camper's physical and emotional health and safety during their time at CCO. They are responsible for all aspects of their experience, including mealtime oversight, activity facilitation, and time in the cabin.

The following Cabin Counselor positions will be hired for summer 2027:

Cabin Counselor: Creative

- CC:Cs will facilitate creative focused activities including, but not limited to painting, ceramics, science experiments, nature crafts, beadwork, etc.
- Pay Rate: $617/week
- Dates: May 23rd – August 14th

Cabin Counselor: Sports

- CC:Ss will facilitate sports activities including target sports, traditional sports, and games
- Pay Rate: $617/week
- Dates: May 23rd – August 14th
- *We will also be hiring a few **Cabin Counselor: Sports <u>Specialist</u>** positions. Those with prior experience and/or training in this area should apply. Pay rate will be $622/week and dates will be: Dates: May 17th – August 14th

Cabin Counselor: Ropes

- CC:Rs will facilitate rope activities including rock climbing walls and high ropes/adventure courses.
- Pay Rate: $617/week
- Dates: May 20th – August 14th
- *We will also be hiring a few **Cabin Counselor: Ropes <u>Specialist</u>** positions. Those with prior experience and/or training in this area should apply. Pay rate will be $622/week and dates will be: May 13th – August 14th (these dates as subject to change based on ropes certification dates).

Cabin Counselor: Riding Instructor

- CC:RIs will facilitate horseback riding activities including trail rides, and instructional lessons (5 levels) in western pleasure style riding.
- Pay Rate: $622/week
- Dates: May 17th – August 14th (a few spots available until August 27th)

Challenger Counselors

Challenger Counselor positions are part of the overnight camp program. Challenger counselors must be a minimum of 18 years old and have a current certification in CPR AND Wilderness First Aid or be willing to obtain one. They will live with and provide leadership for a cabin of 15-20 campers with two-three co-counselors. They are expected to work with collaboratively with their coworkers to ensure each camper's physical and emotional health and safety during their time at CCO. They are responsible for all aspects of their experience, including meal time oversight, activity facilitation, and time in the cabin.
Pay Rate: $622/week
Dates: May 19th – August 14th

Day Camp Counselors

All Day Camp Counselor positions are part of the day camp program. All day camp counselors must be a minimum of 18 years old and have a current certification in CPR/First Aid or be willing to obtain one. 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.
Pay Rate: $592/week
Dates: May 23rd – August 14th or August 20th

Backpacking/Adventure Leader

The Backpacking/Adventure Leader provides 24-hour support with guidance, supervision, safety and comfort for participants during all activities. You will co-lead groups of up to ten campers through outdoor activities that may include: backpacking, mountain biking, horse packing (outfitted), white-water rafting (outfitted) and rock climbing (outfitted). Sessions are either one-week programs (Adventure Trips) designed to expose campers to outdoor recreation or two-week programs (LIT: Leaders in Training) designed to build competency in outdoor living and leadership skills. This role includes pre-trip packing, and providing camper feedback and debriefs. Backpacking/Adventure Leaders provide natural and cultural history education relevant to their location and are responsible for providing camper feedback and debriefs. Minimum of 21 years of age. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Pay Rate: $627/week
Dates: May 19th – August 14th

Backpacking/Mountain Biking Leader

The Backpacking/Mountain Biking Leader provides 24-hour support with guidance, supervision, safety and comfort for participants during all activities. You will co-lead groups of up to ten campers through mountain biking, backpacking and white-water rafting (outfitted). Sessions are three-week programs (SIT: Specialist in Training) designed to build competency in outdoor living and leadership skills. Foster valuable group dynamics, oversee outdoor activities, facilitate Leave No Trace workshop-style learning outcomes. This role includes pre-trip packing, and providing camper feedback and debriefs. Backpacking/Mountain Biking Leaders provide natural and cultural history education relevant to their location. Minimum of 21 years of age. Mountain biking experience is required. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Pay Rate: $627/week
Dates: May 19th – August 14th

Wilderness Expedition Leaders

The Wilderness Expedition Leader provides 24-hour support with guidance, supervision, safety and comfort for participants during all activities. You will co-lead groups of up to ten campers through outdoor activities that may include: hiking, mountain biking, backpacking, white-water rafting (outfitted), horse packing (outfitted), rock climbing (outfitted), and surfing. Sessions are either one-week programs (Adventure trips) designed to expose campers to outdoor recreation, two-week (Trekker trips) programs designed to provide deeper exploration, or three-week programs designed to increase confidence in backcountry travel and leadership skills. This role includes pre-trip packing, itinerary planning and providing camper feedback and debriefs. Wilderness Expedition Leaders provide natural and cultural history education relevant to their location. Minimum of 21 years of age. Backpacking experience required. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Pay Rate: $627/week
Dates: May 19th – August 14th

CIT (Counselor in Training) Coordinators (Leadership Power Team)

The CIT Program Coordinators will manage the Counselor in Training (CIT) program, schedule and supervision of campers in the program. They will also serve as a member of the summer Admin team, coordinating with cabin counselors to ensure excellence in camper and staff experience and program delivery. The CIT Director will facilitate CIT camper's development of skills in leading activities, outdoor living, and how to work with children. This role includes leading a multi-day backpacking trip, pre-trip packing, itinerary planning and providing camper feedback and debriefs. CIT Program Director provides natural and cultural history education relevant to their location. Facilitate Leave No Trace workshop-style learning outcomes. Minimum of 21 years of age. Backpacking experience required. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Pay Rate: $632/week
Dates: May 15th – August 14th

Assistant Overnight Camp Director (Leadership Super Team)

The Assistant Overnight Camp Director is responsible for the program implementation of the overnight camp program. The Assistant Overnight Camp Director collaborates with all Admin and Support staff members to ensure excellence in camper and staff experiences and program delivery. They communicate important updates with all staff, including Day Camp and LTP staff, helping to monitor the overall staff experience. The Assistant Overnight Camp Director will support the Summer Camp Director by providing administrative leadership with schedules, staff evaluations, camper/parent follow up etc. Previous experience working in a camp setting is highly recommended. Should possess effective, supervisory, leadership, administrative, organizational and communication skills. Preferably 21 years of age. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.
Pay Rate: $647/week
Dates: May 12th - August 14th

Assistant Leadership and Trips (LTP) Director (Leadership Super Team)

The Assistant Leadership and Trips Director is responsible for coordinating staff, scheduling, and logistical support of the teen wilderness and the Leadership Training Programs. This role will coordinate trip preparation, assist with group travel, and serve as a liaison between Trip staff leaders and the Leadership and Trips Director. Responsible for reviewing, maintaining, and evaluating camp program areas and staff. Previous experience working in a camp setting is highly recommended but not required. Should possess effective, supervisory, leadership, administrative, organizational and communication skills. Minimum of 21 years of age. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Pay Rate: $647/week
Dates: May 12th - August 14th

Assistant Day Camp Director (Leadership Super Team)

The Assistant Day Camp Director is responsible for supporting the day-to-day operations of the day camp program and running the program in the absence of the Day Camp Director (Youth Development and Compliance Director). This includes scheduling, coaching and evaluating staff, oversight of program operations, helping handle parent concerns, and assisting with camper development. Responsible for reviewing, maintaining, and evaluating camp program areas and serving as a liaison between staff and the Program Director. A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles is required. Previous experience working in a camp setting is required. Should possess effective, supervisory, leadership, administrative, organizational and communication skills. Must be 21 years of age or older. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Pay Rate: $622/week
Dates: May 12th - August 14th

Assistant Overnight Program Director (Leadership Super Team)

Under the direction of the Overnight Summer Camp Director, the Assistant Overnight Program Director is responsible for implementation of safety programming, including supporting program oversight of activity programming; including reviewing and maintaining Child Abuse Prevention protocols, and increasing parent touchpoints. This position is responsible for the creation and management of the daily schedule of overnight camp, supervising specialists and their program areas, and ensuring the success of each overnight camp program. This position also supports the successful implementation of summer camp programs, including supervision of staff, training, and hitting goals set by the YMCA of the Rockies. The Assistant Overnight Program Director collaborates with all Admin and Support staff members to ensure excellence in camper and staff experiences and program delivery. Previous experience working in a camp setting is highly recommended. Should possess effective, supervisory, leadership, administrative, organizational and communication skills. Preferably 21 years of age or older. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.
Pay Rate: $647/week
Dates: May 12th - August 14th

Ropes Director (Leadership Super Team)

The Ropes Director is responsible for managing the ropes program, ropes staff, and rope facilities and equipment. They are responsible for the development and implementation of the ropes program, which includes ropes campers and leadership and trips programs. The Ropes Director is the main point of contact between Snow Mountain Ranch and CCO regarding challenge course facilities and programs in summer. Supervise all facets of low and high Ropes Course elements including staff training, facilitation, and course maintenance. A background working on a ropes course is required. Must be at least 21 years old. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.

Pay Rate: $647/week

Dates: May 12th – August 14th

Barn Director (Leadership Super Team)

The Barn Director is responsible for overseeing the CCO equestrian program. This will include programming, herd management (approximately 45 leased horses), facility maintenance, and staff supervision. CCO offers 5 levels of riding instruction in the western pleasure discipline and beginner trail rides for campers aged 7–14, and one wrangler-in-training program for teen campers. The Barn Director reports to the CCO Program Director and will work with them to collaborate/communicate with the horse leasing company, as well as farriers and veterinarians as needed. The Barn Director will serve as a member of the overnight camp admin team and will collaborate with other admin members to lead the traditional overnight camp program.

Must be at least 21 years old and have experience with management in an equestrian facility and program. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.

Pay Rate: $647/week

Dates: May 12th – August 14th at minimum, ideally until August 27th

Assistant Barn Director (Leadership Power Team)

The Assistant Barn Director assists the Barn Director in operating the equestrian program. This includes horse herd management, facility maintenance, program oversight, and staff supervision. The Assistant Barn Director will also be responsible for the Wrangler in Training (WIT) program and the highest level of the horseback riding instruction program (High Rider); each only offered once over the summer. The Assistant Barn Director will serve as a member of the overnight camp admin team and will collaborate with other admin members to lead the traditional overnight camp program. Preferably 21 years of age or older and have experience with management in an equestrian facility and program. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.

Pay Rate: $632/week

Dates: May 15th – August 14th at minimum, ideally until August 27th

Sports Cluster Coordinator (Leadership Super Team)

The Sports Cluster Coordinator is a responsible for the safe, effective, and mission-focused operation of all sports programming, including target sports. This includes oversight of archery and any sports related activities offered at camp. The Sports Cluster Coordinator ensures all practices meet or exceed Colorado Child Care Licensing regulations, American Camp Association standards, and USA Archery guidelines, including requirements for instructor training, range setup, supervision ratios, and equipment use. This role oversees all sports cluster staff by providing training, coaching, scheduling, and ongoing evaluation to ensure high quality instruction, camper engagement, and consistent risk management. The Sports CLuster Coordinator maintains responsibility for equipment procurement, inventory, maintenance, and inspection, as well as establishing and implementing standardized operating procedures for each target sports area. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.

Pay Rate: $627/week
Dates: May 12th – August 14th

Creative Cluster Coordinator (Leadership Super Team)

The Creative Cluster Coordinator is responsible for the program development of their assigned specialty program area, including the curriculum development, supply ordering, set up and delivery for their specialty area. Train and supervise staff to perform job duties within the area of focus to ensure staff are equipped for their role in program delivery. Responsible for quality of program to increase learning and enjoyment for all campers. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.
Pay Rate: $627/week
Dates: May 12th – August 14th

Community Care Coordinator (Leadership Super Team)

The Community Care Coordinator partners with the Overnight Summer Camp Director to ensure every camper is happy, healthy, safe, and successful throughout their camp experience. This role reviews camper information prior to arrival, coordinates accommodations and support plans, coaches staff on child development and behavior management, and collaborates with counselors, village leaders, families, and kitchen staff to meet the diverse needs of campers. Through observation, documentation, parent communication, and ongoing staff support, the Community Care Coordinator helps address behavioral, social, emotional, physical and dietary needs while fostering an inclusive and supportive camp community. Must have experience working with youth with diverse needs; formal experience or education is preferred but not required

Pay Rate: $632/week
Dates: May 12th – August 14th

Overnight Camp Village Leader (Leadership Super Team)

The Village Leader is responsible for the overall staff and camper experience, helping to foster meaningful relationships. The Village Leader helps guide, schedule, support, and evaluate staff, acting as the first line of support for any staff concerns. This includes supporting program delivery and stepping in when camper behavior concerns arise. The Village Leader works collaboratively with other Village Leaders and Leadership team members to ensure daily communication happens with each staff and camper. Preferably has 1-2 years of summer camp experience. Preferably 21 years of age. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.
There are four overnight camp Village Leader positions. Please indicate your top choice (if any) in your application.

- **Pinecone Village Leader – youngest cabins, both male & female identifying**
- **Sprout Village Leader – middle-oldest cabins, both male & female identifying**
- **Sapling Village Leader – oldest traditional cabins, both male & female identifying**
- **Forest Village Leader – Two-Week and Challenger cabins, both male and female identifying**

Pay Rate: $632/week
Dates: May 12th – August 14th

Day Camp Village Leader (Leadership Super Team)

The Day Camp Village Leader is responsible for the overall staff and camper experience, helping to foster meaningful relationships within the CCO Day Camp program. The Day Camp Village Leader is a part of the seasonal leadership team and will be responsible for providing leadership and guidance for the day camp counselors. The Day Camp Village Leader will schedule and evaluate counselors, providing the first line of support for any staff needs/concerns. This includes providing support for camper behavior/development concerns, assisting in program delivery, and communicating with parents/guardians as needed. The Day Camp Village Leader works collaboratively with other leadership members to ensure quality programming and proper communication between campers, staff, and parent/guardians. A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles is required.
There are two Day Camp Village Leader positions. Please indicate your top choice (if any) in your application.

- **Lower Village Leader – younger half of campers, both male & female identifying**
- **Upper Village Leader – older half of campers, both male & female identifying**

Pay Rate: $616/week
Dates: May 12th – August 14th

Day Camp Activity Coordinator (Leadership Super Team)

The Day Camp Activity Coordinator is responsible for day-to-day logistics of activities; this includes creating age-appropriate lesson plans that focus on skill and character development. They will be responsible for activity oversight, training, scheduling, and inventory of supplies. The Day Camp Activity Coordinator works collaboratively with other admin members to ensure quality programming and proper communication between campers, staff, and parent/guardians. Must have 1-2+ years of summer camp experience. Must be 21 years of age or older. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Pay Rate: $612/week
Dates: May 12th – August 14th

Director of Themes (Leadership Power Team)

The Director of Themes is responsible for implementing the weekly themes, evening programs, and special programs for both day and overnight camp throughout the summer. The Director of Themes develops, schedules, and evaluates all camp themed programming, including all camp activities, vespers, plus friendship circle and taps. They coordinate with other admin, specialists, and camp staff to help effectively run program areas. The Director of Themes is responsible for preparing and implementing rainy day programming plans. Preferably 21 years of age or older. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is preferred but not required.
Pay Rate: $632/week
Dates: May 15th – August 14th

Outdoor Gear and Food Coordinator (Leadership Power Team)

The Outdoor Gear and Food Coordinator is responsible for upkeep and maintenance of gear used in teen programs traveling off property and packing all meals for these groups. This position plays a crucial role in gear distribution and inventory of food for smooth program operations. Weekly schedule may differ slightly due to program needs, so ability to work independently and embrace change is important. The Outdoor Gear and Food Coordinator should possess effective communication, planning, logistics and organizational skills. Minimum of 19 years of age. Experience working with youth in a summer camp setting is encouraged but not required. A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles is required.
Pay Rate: $617/week
Dates: May 15th – August 14th

Travel Coordinator (Leadership Power Team)

The Travel Coordinator is responsible for coordinating travel logistics of the teen wilderness and the Leadership Training Programs, as well as shuttle transportation to and from CCO for overnight campers. Other driving duties include drop off and pick-up of groups at trailheads, accompanying campers and staff to medical clinics and running errands into town for program supplies. This position oversees pre- and post-flight communication with parents/guardians and assists with airport pickup and drop off. Minimum of 21 years of age. Current driver's license with a clean driving record. person in this role should feel comfortable learning to drive larger passenger vehicles and up and over mountain passes. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Pay Rate: $617/week
Dates: May 15th – August 14th

Health Center Assistant (Leadership Power Team)

The Health Center Assistant is responsible for helping carry out a program of health and safety in accordance with camp philosophy, objectives and related health policies and procedures. The Health Center Assistant will work under the supervision of the Head Nurse, Summer Camp Director, and Camp Nurse. They will work with the camp nurses/medical staff to provide support when health center is at its busiest and assisting the Camp Nurse with coverage of the Health Center between 2-4 pm daily. The Health Center Assistant will help maintain the cleanliness and organization of the Health Center, including assisting with record keeping of the medical center. Preferably 21 years old, with experience in the medical field. A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles is required.
Pay Rate: $632/week
Dates: May 15th – August 14th

Camp Nurse

The Camp Nurse is responsible for supervising the CCO Health Center. Administer First Aid and medications as needed to CCO staff and campers. Maintain required forms, logs, and act as a liaison with a camp physician. Assist in staff training to provide staff with appropriate knowledge. Must be comfortable talking with parents to update them on the health of their camper. RN or LPN certified in the State of Colorado. School nurse or emergency room nurse experience preferred, with at least two years of experience preferred. Previous camp experience helpful, but not required. Must be at least 21 years old. An additional benefit for nurses is we provide a free week of camp for your camper (it could be your child or a relative). A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles is required.
Pay Rate: $1320/week
Dates: Looking for one-week (Saturday to Saturday) commitments from June – August

Photography Intern (Leadership Power Team)

The Photography Intern is responsible for capturing, editing, and sharing photo content for summer camp. The Photography Intern is expected to produce photos of each camper who attends camp. The Photography Intern is expected to work collaboratively with other Videography Intern, Social Media Intern and admin staff to ensure a wide variety of media content is captured in a timely fashion. They are expected to organize all media files and manage sharing media content with families, on social media, and the website.
Pay Rate: $617/week
Dates: May 15th – August 14th

Videography Intern (Leadership Power Team)

The Videography Intern is responsible for capturing, editing, and sharing video content for summer camp. The Videography Intern is expected to produce videos of each session of camp and assist in the creation of the `Impact of Camp´ video. The Videography Intern is expected to work collaboratively with the Photography Intern, Social Media Intern and admin staff to ensure a wide variety of media content is captured in a timely fashion. They are expected to organize all media files and manage sharing media content with families, on social media, and the website.
Pay Rate: $617/week
Dates: May 15th – August 14th

Volunteer – Camp Store

The Camp Store Volunteer will greet and assist customers in a friendly and professional manner at all times during open store hours. Once customers have made their selections the store volunteer will use the register system to charge customers for their items. Between customers the store volunteer will clean, front displays, and unload new merchandise. The store volunteer will also keep a continued inventory of camp store merchandise throughout the Summer.
Required Weekly Hours: 28 hours/week
Dates: May 24 - August 25th

Volunteer – Driver

The Volunteer Driver supports regular transportation operations during program days, primarily Friday through Tuesday each week. This includes scheduled bus runs, trip pickups and drop-offs, vehicle prep, and general driving assistance as needed. Drivers operate within a defined route range and always work alongside staff who manage camper supervision and coordination. Minimum of 21 years of age. Current driver's license with a clean driving record. person in this role should feel comfortable learning to drive larger passenger vehicles and up and over mountain passes. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.
Required Weekly Hours: 28 hours/week
Dates: Flexible, May-August

Kitchen Staff

The CCO Food Service Worker is responsible for providing CCO campers and staff with a positive dining experience. Employees rotate daily through a variety of specific duties, including meal preparation, operating commercial food service equipment, cleaning and maintaining sanitary work and dining area, washing dishes, etc. They will report to the CCO Kitchen Manager as part of the Snow Mountain Ranch Food Service team, but will primarily work at Camp Chief Ouray. The application for this position will be through Paycom. Please visit this link to see the dates, pay rate, and apply for the position. The application should be available starting sometime in November. Contact the CCO office if you have questions.

Grounds and Maintenance Worker

The CCO Grounds and Maintenance Worker will provide maintenance support for Camp Chief Ouray grounds and facilities, including the equestrian ranch. They will provide upkeep and improvements to CCO grounds + facilities, including buildings, program areas, common spaces, as assigned. This position will be responsible for responding to requests for service, troubleshooting problems, managing inventory of supply closets, and supporting compliance to camp's regulating authorities. They will report to the Grounds Maintenance Supervisor as part of the Buildings and Grounds department but will primarily work at Camp Chief Ouray. The application for this position will be through Paycom. Please visit this link to see the dates, pay rate, and apply for the position. The application should be available starting sometime in November. Contact the CCO office if you have questions.

Ready to Apply?

Applications will open for new staff on December 1st, 2026

Returning staff can apply starting early November.

Click here to start your application!

Questions?

Contact the CCO main office at

970-887-2648 or chiefouray@ymcarockies.org

