



Camp Chief Ouray Overview of Positions 2025

CCO Information

About CCO Camp Chief Ouray (CCO), established in 1908, has grown to be a premiere overnight and day camp option for youth from all over the United States and the World. We are committed to implementing five core values in everything we do: Caring, Honesty, Respect, Responsibility and Faith. CCO is a part of the YMCA of the Rockies, located at Snow Mountain Ranch in Granby, CO (elevation of 8,750 feet).

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 is to 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.

Essential Functions for All CCO Staff 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. Assist with other departments as needed.

Benefits for All CCO Staff Room and board, laundry on site, practice 21st century skills, CPR/First Aid and/or Wilderness First Aid certification, diverse and global experiences, welcoming and inclusive team environment, free and/or discounted program rentals, close proximity to Rocky Mountain National Park and additional outdoor recreation areas, discount on summer camp registration for immediate family members, and pro deal discounts to outdoor retail companies

- **Housing:** Living accommodations differ by position. Cabin Counselors live in rustic cabins with campers. They have access to shared bathhouses based on gender identity. Administrative staff for overnight camp will live in dorm style housing with shared bathrooms. Leadership and Trips staff will have a bunk in the dorm housing to store their belongings, sleep, and shower when not with campers. However, when they are supervising campers, these staff will camp in tents on property. Day Camp staff will live in Snow Mountain Ranch's dorm building with shared bathrooms. All positions will have the ability to park a vehicle for no extra cost.
- **Meals:** For employees working overnight camp programs, meals when working will be provided and eaten with campers, served family style. For employees working Day Camp programs, a sack lunch will be provided when working and they may eat all other meals at the Snow Mountain Ranch Commons, a buffet style dining hall at no additional cost. During time off, overnight camp staff may eat at the Commons as well. A varied menu is provided to accommodate the majority of food preferences and restrictions.
- **Health Care:** Camp Chief Ouray has a health center team consisting of registered nurses and a health center assistant to provide health care for campers and staff. Staff may visit the camp nurses to seek treatment for minor concerns. Staff may be referred to the clinic in town if the health center team is tending to campers or if treatment needs extend beyond a registered nurse's ability to diagnose or treat. The CCO health center team is unable to run diagnostic testing or prescribe medication.

Application Process We value your time and appreciate your interest in working at Camp Chief Ouray.

- All interviews are conducted via video call.
- We aim to reach out with an invitation for an interview or to decline your application within one to two weeks of your application being submitted.
- **Returning Staff:** There is typically only one interview for returning staff.
- We will do our best to make a hiring decision within two to three weeks from the date of your interview(s).
- After your interview(s), we meet as a full-time team at CCO to discuss each applicant.

SUMMER CAMP STAFF

Cabin Counselor

The Cabin Counselor provides leadership for, lives with, and cares for a cabin group of 8-10 campers in male or female identifying cabins. 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 other aspects of the camper's experience, with the expectation of exceptional customer service. The Cabin Counselor is responsible for organizing, planning and safely facilitating one or more activity classes each week. All cabin counselors must be at least 18 years old. Must have current certification in CPR/First Aid or be willing to obtain certification.

Payrate: \$618/week, preferred dates May 21st – August 9th

Day Camp Counselor

The Day Camp Counselor provides leadership and care for a group of 10-12 campers. 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 other aspects of the camper's experience, with the expectation of exceptional customer service. The day camp counselor is responsible for planning and safely facilitating activities each day. All day camp counselors must be at least 18 years old. Must have current certification in CPR/First Aid or be willing to obtain certification. Day camp counselors will assist in overnight camp check-in/check-out every other weekend. Depending on need, they may be asked to work at overnight camp during the summer.

Payrate: \$592/week, preferred dates May 21st – August 9th

Challenger Counselor

The Challenger Counselor provides leadership for, lives with, and cares for a cabin group of up to 15 campers in male or female identifying cabins. 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 Counselor is responsible for organizing, planning and safely facilitating one or more activity classes each week suited to the talents and interests of the Challenger campers (ages 13-14). Preferably 21 years or older and have experience working with youth in a summer camp setting. Must have current certification in Wilderness First Aid or be willing to obtain certification (provided by CCO).

Payrate: \$622/week, preferred dates May 16th – August 9th

Cabin Counselor Specialist:

Wrangler, Lifeguard, Ropes, Arts & Crafts, Riflery

The Cabin Counselor Specialist positions provide leadership for, lives with, and cares for a cabin group of 8-10 campers in male or female identifying cabins. Additionally, they are responsible for the program delivery of their respective position (ex: leading activities for Barn, Canoeing, High Ropes or Low Ropes, Arts and Crafts, Riflery or Archery). They are expected to work collaboratively with their co-counselor and program area leadership staff 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. They also ensure the

program facility and equipment cleanliness is maintained, and all program safety protocols are met. Cabin Counselor Specialists participate in Specialist Training prior to All Staff Training.

Payrate: \$622/week, preferred dates May 12th– August 9th

LEADERSHIP TRAINING PROGRAM (LTP)/BACKCOUNTRY TRIP STAFF

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: mountain biking, backpacking, horse packing (outfitted), white-water rafting (outfitted) and rock climbing (outfitted). Sessions are either one-week programs designed to expose campers to outdoor recreation or two-week programs designed to build competency in outdoor living and leadership skills. 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. Current driver's license with a clean driving record. Technical skills and experience related to outfitted activities (e.g. horseback riding, rock climbing) are encouraged but not 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.

Payrate: \$628/week, preferred dates May 16th– August 9th

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 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/Adventure Leaders provide natural and cultural history education relevant to their location. Minimum of 21 years of age. Current driver's license with a clean driving record. 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.

Payrate: \$628/week, preferred dates May 16th– August 9th

Wilderness Expedition Leader

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 designed to expose campers to outdoor recreation, two-week 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. Current driver's license with a clean driving record. A

willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.

Payrate: \$628/week, preferred dates May 16th – August 9th

ADMINISTRATIVE STAFF

Assistant Leadership & Trips Director

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, hold a current driver's license with a clean driving record. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.

Payrate: \$648/week, preferred dates May 9th– August 9th

Associate Program Director

Under the direction of the Summer Camp Director, the Associate Program Director is responsible for implementation of safety programming, including supporting program oversight of Ropes and Canoeing, reviewing and maintaining Child Abuse Prevention protocols, and increasing parent touchpoints. 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 Associate Program Director collaborates with all Admin and Support staff members to ensure excellence in camper and staff experiences and program delivery. Preferably 21 years of age or older and have a clean driving record. 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.

Payrate: \$648/week, preferred dates May 9th– August 9th

Assistant Summer Camp Director

The Assistant Summer Camp Director is responsible for the program implementation of the overnight camp program. 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 aspect. The Assistant Summer 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 Leadership and Trips staff, helping to monitor the overall staff experience. Preferably 21 years of age or older and have a clean driving record. 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 and have a

clean driving record. 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.

Payrate: \$648/week, preferred dates May 9th– August 9th

Assistant Day Camp Director

The assistant day camp director is responsible for the program implementation of the day camp program. They will be responsible for managing the daily schedule, maintaining program areas, evaluating staff, and ensuring the success of each day camp program aspect. They will collaborate with the day camp activity specialist and support the Day Camp Director as needed to ensure excellence in camper and staff experience and program delivery. This position will assist in overnight camp check-in/check-out every other weekend. 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 and have a clean driving record. A willingness to comply with YMCA driving rules and Colorado Department of Transportation regulatory requirements to be approved to operate YMCA vehicles is required.

Payrate: \$622/week, preferred dates May 9th– August 9th

Barn Director

The Barn Director is responsible for managing the barn program, barn staff, barn facilities, and horse herd. They are responsible for the development and implementation of the riding program, which includes five levels of riding, specialized leadership programs, and beginner trail rides. The Barn Director is responsible for the care and maintenance of the horses, tack, equipment, barn and pasture areas. They are the main point of contact for our farrier, horse leasing partner, and veterinarian in summer. The Barn Director is a part of the Admin team and supports the 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.

Payrate: \$648/week, preferred dates May 9th– August 9th

Assistant Barn Director

The Assistant Barn Director assists the Barn Director to implement the riding program, supervise barn staff, maintain barn facilities, and care for the horse herd. They are responsible for the development and implementation of curriculum for advanced horseback riding lessons (High Rider level). The Assistant Barn Director provides leadership and horsemanship instruction for the Wrangler-In-Training program & CIT's. They lead one out-of-camp horse pack trip and live with campers in the WIT program, collaborating with their co-counselor to ensure each camper's physical, social, and emotional health and safety needs are met. Preferably has experience with management in an equestrian facility and program. Preferably 21 years of age or older and have a clean driving record. 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.

Payrate: \$632/week, preferred dates May 9th– August 9th

Village Leader

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 Admin to ensure daily communication happens with each staff and camper. Preferably has 1-2 years of summer camp experience. There are openings for the Lodge/Bunkhouse Village Leader (overseeing our 6 youngest cabins), South Village Leader (overseeing our female-identifying cabins), North Village Leader (overseeing our male-identifying cabins), and Teen Village Leader (overseeing the Challenger and Two-Week program cabins). Preferably 21 years of age or older and have a clean driving record. 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. *Payrate: \$632/week, preferred dates May 9th – August 9th*

Director of Themes

The Director of Themes is responsible for implementing the weekly themes, evening programs, and special programs for overnight camp throughout the summer. The Director of Themes develops, schedules, and evaluates all camp evening 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 and have a clean driving record. 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.

Payrate: \$632/week, preferred dates May 9th – August 9th

Ropes Director

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.

Payrate: \$648/week, preferred dates May 9th – August 9th

Health Center Assistant

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.

Payrate: \$632/week, preferred dates May 9th– August 9th

Assistant Kitchen Manager

Responsibilities include running the kitchen in the absence of the Head Cook including; supervision of staff, prep/serve/cleaning of kitchen, assist in evaluating staff, and following department of health regulations. ServSafe certification a plus.

Payrate: \$20/hour, dates flexible

Kitchen Staff

Responsible for food preparation for all camp meals. Responsible for cleanliness of camp kitchen, dining hall facility, and dishes.

Payrate: \$14.81/hour, dates flexible

Office Assistant

This position is responsible for supporting camp with business and office duties. They support families with excellent phone and email etiquette and knowledge of camp. They support camp administrators by being very organized and exact with filing, uploading and checking forms and documents. They serve staff and campers by having a timely and organized mail system. This position is hourly with a 40-hour work week. A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles is required.

Payrate: \$16.19/hour, preferred dates April 1st - August 9th

Media Specialist

Create, promote, and manage media materials for website. Photograph campers in their various activities for each session highlighting the theme every week. Create a marketing video that can be used during the year to promote camp. Applicants that have their own camera/video camera and editing equipment preferred. Preferably 21 years of age or older and have a clean driving record. 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.

Payrate: \$618/week preferred dates May 9th - August 9th

Outdoor Gear and Food Coordinator

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.

Payrate: \$618/week preferred dates May 9th - August 9th

Facilities Coordinator

The Facilities Coordinator helps keep the facilities, vehicles and grounds in good working order with safety in mind for all campers and staff. This position works closely with the camp staff to address needs in a timely manner and is responsible for updating the Summer Camp Director on needs and progress on work lists. A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles is required.

Payrate: \$618/week preferred dates May 9th - August 9th

Travel Coordinator

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.

Payrate: \$618/week preferred dates May 9th - August 9th

Wrangler

The Wrangler provides support for the barn facilities and program, under the direction of the Barn Director and Assistant Barn Director. The Wrangler is responsible for the program delivery of the equestrian and riding program. They are expected to work collaboratively with Barn Staff to ensure each camper's physical, social, and emotional health and safety needs are met. They also ensure the horse herd is cared for, the barn facility and equipment cleanliness are maintained, and all barn safety protocols are met. Preferably 21 years of age or older and have a clean driving record. 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.

Payrate: \$628/week preferred dates May 9th - August 9th

Overnight Camp Program Area Coordinator: General Cluster, Target/Outdoor, or Arts & Crafts

Program Area Coordinators are 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. Specialty Areas include; Arts & Crafts, Target & Outdoor Sports (archery, riflery, hatchet throwing), General Cluster (STEM, Sports & Games, Outdoor Cooking). 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.

Payrate: \$628/week preferred dates May 9th - August 9th

Day Camp Activity Coordinator

The Day Camp Activity Coordinator will be responsible for the program development of their assigned specialty program area, including the curriculum development, supply ordering, and set up for their specialty area. They will 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. 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 and have a clean driving record. 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.

Payrate: \$612/week preferred dates May 9th - August 9th

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.

Payrate: \$1320/week, usually serves for one camp session, Sunday through Sunday, between June 2nd - August 9th

ADDITIONAL OPPURTUNITIES

Internships

Looking for an internship? Camp Chief Ouray is happy to talk with candidates about their internship requirements and direct them towards a position that would fit their needs and/or interests. Candidates hired for an internship position would work with their direct supervisor to complete any projects or tasks as part of their internship requirements. Working for a summer camp is a great way for university students or others interested in outdoor recreation and/or camping field to complete internship requirements and gain experience.

Payrates and dates dependent on position.

Volunteer

If you want an enriching experience our volunteer program has exactly what you need. We have plenty of roles to choose from, and if you spend some time with us, we will provide you with a place to stay, meals, and access to our amazing facilities and benefits. Volunteer roles may include business/administrative tasks, office tasks such as answering phones and/or emails, picking up and organizing mail, building/grounds/facility maintenance, running our camp store, driving, and other daily operations. Preferably 21 years of age or older and have a clean driving record. A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles

is preferred. Ideal candidates will have strong communication, collaboration, customer service, and computer skills.

Please apply for a volunteer position at

https://jobs.ymcarockies.org/job/49/volunteer_application



UPDATED DECEMBER 2024