



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 – Only Male Identifying Spots Available

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

Challenger Counselor – Only Male Identifying Spots Available

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 or Riflery - Only Male Identifying Spots Available

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, 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

ADMINISTRATIVE STAFF

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). 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

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

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

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

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 END OF MARCH 2025