

One Heartland Job Description 2022 Lead Counselor

Job Summary

Under the supervision of the Unit Head, the Lead Counselor serves as a peer leader for counselors in their unit as they navigate group dynamics in the cabin, in order to ensure the best possible outcome and experience for each camper. Units are a cluster of 3-7 cabin groups, with about 8 campers and 2 staff in each. Lead Counselors also take on a higher level of responsibility for leading activities in a variety of areas around camp.

They live in their assigned cabin within the unit with a group of participants and other staff. This is a full-time, live-on-site, summer seasonal position paying \$525 per week, with room and board provided.

Principal Responsibilities & Essential Functions

- Attend training sessions during staff orientation geared towards the development of safe, fun, inclusive, and equitable camper outcomes and experiences
- Serve as a peer leader for counselors actively navigating cabin dynamics among participants, including providing support with camper care, addressing conflicts or concerns within the cabin, behavioral supports, and activity planning
- Support counselors by sharing appropriate advice and resources regarding positive coping mechanisms, time and stress management, and taking care of mental/emotional health
- Act as Counselor when necessary and/or lead specialized program activities as needed
- Plan and facilitate unique one-hour programs to offer as an elective to all participants, outside of traditional camp program areas
- Ensure appropriate, accurate, and timely documentation and communication of participant related concerns, including referrals to healthcare or supervisory staff
- Act in cases of urgency or emergency in alignment with camp policies and procedures
- Work as part of a team, supporting other team members and projects as needed
- Assist and participate in staff meetings, communicate with directors and peers about the wellness and development of campers, and support the logistics of camp life, such as assisting with camper arrival and departure or camp clean-up at the end of a session
- Ensure the following of all One Heartland staff and facility policies and procedures as well as all health and industry regulations such as state of Minnesota and ACA (American Camp Association) standards
- Work together with other staff to ensure assigned program areas and equipment are safe for use
- Act in a professional and friendly manner to ensure positive relations with participants, families, community, volunteers, visitors, and staff

Qualifications

- Experience with youth ages 7-17
- Previous experience as a counselor, or similar camper-focused role, in a youth sleepaway summer camp setting
- Experience in some of the following camp program areas: High/Low Ropes Courses & Climbing Wall, Archery/Slingshot, visual and performing arts, general outdoor skills/nature, bicycling, swimming, canoeing, fishing, sports or large-group games
- Current First Aid/CPR/AED certification (course available during staff orientation)
- Ability to maintain confidentiality regarding organizational, staff, and camper information
- Organized, logistically minded, creative, participant-focused, and safety conscious
- Ability to effectively teach, direct, supervise, coach, and support diverse camper groups
- Connection to or knowledgeable about one or more of the communities we work with (LGBTQ+, HIV/AIDS) and most importantly a commitment to respectfully work with, and honor the identities and experiences of, our participants from these communities
- Commitment to active inclusion and making sure everyone feels welcome and celebrated
- Commitment to stewardship and conservation by using resources effectively and efficiently

Preferred Qualifications

- Prior experience planning and facilitating activities with youth
- Prior experience with communities we work with (LGBTQ+, HIV/AIDS)
- Current Archery and Challenge Course/Belay certification OR Lifeguard certification (courses available during staff orientation)

Physical Requirements

- Must be able to tolerate prolonged work hours
- Must be able to move about camp indoors and out and work in outdoor weather conditions
- Must be able to tolerate exposure to crowds and high noise levels
- Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength, endurance, and composure required to maintain constant supervision and support to campers
- Ability and willingness to live in camp setting with daily exposure to the sun, heat, and animals such as bugs, snakes, and spiders

Frequently cited statistics show that women and members of structurally marginalized and/or underrepresented groups apply to jobs only if they meet 100% of the qualifications. One Heartland encourages you to break that statistic and apply. No one ever meets 100% of the qualifications. We look forward to your application.