



Junior Counselor Job Description

Overview of the Position

Junior Counselors (JCs) are responsible for helping to ensure the operations of the campus, both “behind the scenes” and when working directly with Campers under Senior Staff supervision.

Morning and afternoon assignments are designed for JCs to set up and break down equipment for daily camp activities in a collaborative team environment before and after activities take place. In addition, during the majority of the camp day, JCs are assigned to Camper groups (under Senior Staff supervision) or Activity areas, and are focused primarily on interacting with Campers while developing positive relationships and accepting mentorship from older, more experienced Staff, in order to prepare JCs for their prospective role as a Camp Counselor.

Role and Responsibilities

- Prepare and set up various activities, games, and equipment
- Be a positive role model; earn respect through action from Campers and Staff
- Motivate campers to enthusiastically participate in all camp activities and events
- Adapt to evolving responsibilities, as directed by camp leadership
- Physical strength and endurance to carry out assignments and tasks
- Active listening, following instructions, and pitching in whenever possible
- Assist with facility maintenance and cleanliness
- Assist with the preparation and implementation of activities and projects at the assigned program area.

Immediate Supervisor

Program Director during morning and afternoon assignments

Group Leader when assigned to a Camper group

Activity Leader when assigned to a program area

Junior Counselor Eligibility

Junior Counselors must have completed 10th grade in the school year immediately preceding the camp season.

Training Requirements

Junior Counselors are required to attend and complete all assigned pre-season training and orientation sessions, both online and in person, and must actively participate in Campus set-up.

Hours

Monday- Friday 8:30 AM - 5:10 PM

Overtime opportunities are available, 7:15 AM to 6 PM

Compensation (paid internship)

Junior Counselor base salary is \$525 for the full camp season. A \$315 bonus is awarded for completing all of the following, as defined in the employee contract:

1. Early Contract Signing and Submission of all Employee Paperwork
2. Attendance at all online and in person Training, Orientation and Camp Set Up Sessions
3. Perfect Summer Attendance

Overtime pay is 1.5 times the calculated hourly rate.