



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

RED WING YMCA JOB DESCRIPTION

Job Title: Camp Pepin Junior Counselor
Starting Rate: \$260/week; room and board
Employment Dates: June 4th to August 18th, 2025

FLSA Status: Seasonal
YMCA Leadership Level: Leader
Reports to: Camp Pepin Director, Program Staff

POSITION SUMMARY:

At Camp Pepin, Junior Counselors work alongside Resident Counselors, providing crucial support in the daily care and guidance of campers. Junior Counselors assist with planning and leading camp activities, while also fostering personal growth and positive relationships among campers. Their role is to help create an engaging and fun environment, ensuring campers feel safe, supported, and included.

ESSENTIAL FUNCTIONS:

- Assist and Support:** Work under the direction of Resident Counselors to help supervise and organize campers during activities, within their living units, and throughout camp. Ensure all campers have a positive and enriching experience in alignment with camp goals.
- Foster Camper Development:** Apply youth development principles to encourage communication, relationship-building, respect for diversity, and empowerment of campers. Contribute to their growth both socially and emotionally.
- Ensure Safety and Supervision:** Maintain a vigilant presence to ensure campers are always supervised, following safety guidelines and camp protocols during activities and transitions.
- Promote an Inclusive Environment:** Help create a welcoming and inclusive atmosphere for all campers, embracing diversity and supporting the Y's commitment to equity and inclusion.
- Contribute to Camp Life:** Actively participate in the planning and execution of camp activities, adding enthusiasm and support to make each day memorable for campers.

YMCA COMPETENCIES (Leader):

Collaboration: Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Seeks first to understand the other person's point of view and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

Operational Effectiveness: Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work, and actively participates in meetings.

Mission Advancement: Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs.

Personal Growth: Pursues self-development that enhances job performance. Demonstrates openness to change and seeks opportunities in the change process. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

EXPECTED HOURS OF WORK

The expected hours for the Camp Pepin Junior Counselor will be midmorning Sundays through Friday evenings. Junior Counselors will be with children and onsite 24 hours a day when camp is in operation. There are times when counselors will be off or away from children when camp is in session, though this will be scheduled by the Camp Director.

WORK ENVIRONMENT AND PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Visual/auditory ability to identify/respond to environmental and other hazards related to the activity.
- Physical ability to respond appropriately to situations requiring first aid; must be able to assist campers in an emergency (fire, evacuation, or injury) and possess strength and endurance required to maintain constant supervision of campers.
- Some physical requirements of an Junior Counselor position could be endurance including prolonged standing, some bending, stooping, walking long distances, hiking, climbing, and stretching; requires eye-hand coordination and manual dexterity to manipulate outdoor equipment and camp activities; requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs and the ability to lift up to 50 lbs; willing to live in a camp setting and work irregular hours with limited or simple equipment and facilities; and with daily exposure to the sun, heat, and animals such as bugs, bats, etc.

TRAVEL

Camp Pepin Junior Counselors will not be allowed to drive Camp's vehicles. If Junior Counselors are under 18 years old, a parent/guardian must provide permission to travel with other staff members when not on duty.

QUALIFICATIONS:

1. Must be at least 15 years of age with prior camp experience preferred.
2. Willingness to obtain or become certified in First Aid/CPR (camp will provide certification).
3. Desire and enthusiasm to work with children in an outdoor camp environment, helping to supervise and guide campers in low-risk activities.
4. Ability to communicate effectively with campers, peers, and adults, fostering positive relationships and a respectful, inclusive environment.
5. Willingness to assist in camp activities, learning from senior staff and providing age-appropriate leadership to campers.
6. Ability to observe camper behavior, assess situations for safety, and follow instructions from senior staff to maintain a safe and positive environment.
7. Openness to learning and growing as a leader while contributing to the overall camp experience.
8. Ability to pass a background check and, if necessary, a motor vehicle check to ensure proper license and driving record.

AAP/EEO STATEMENT

The Red Wing Area Family YMCA (the Y) provides equal employment opportunities (EEO) to all employees and applicants for employment with regards to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, the Y complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

OTHER DUTIES

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

SIGNATURE

This job description has been approved by all levels of management. Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee _____ Date _____