
Girl Scouts Western Pennsylvania
– *Camp Staff Job Descriptions* –
Junior Counselor

Reports To: Unit Leader / Camp Director

Supervises: N/A

Employee Name (Print): _____

Employee Signature _____

Date _____

Purpose

The Junior Counselor works to provide an effective overnight camp program by assisting in providing program and daily camp activities to all Girl Scout campers, assisting in providing support to each camper, and effectively working with Unit Counselors, Unit Leaders, and the Administrative Team.

Essential Functions

Camper Support

- Ensure a positive atmosphere and well-being for all campers
- Recognize and respond to opportunities for problem-solving in a group setting
- Maintain communication with the Unit Leader regarding any camper or unit needs
- Maintain strict confidentiality and professionalism when handling sensitive information regarding business affairs, programs, campers, or staff members
- Interact daily with campers and work to provide a safe and consistent environment
- Understand and know staff and campers—help them to respect the diversity of others and appreciate differences and similarities so that campers get the most out of their stay at camp.

Program

- Responsible for assisting with fun and meaningful activities for campers; model constructive and enthusiastic participation in all program areas

Health and Safety

- In coordination with Unit Counselors and the Unit Leader, assist in managing a daily schedule to meet the personal hygiene and sanitation needs of each camper and the living unit
- Maintain open communication with the Unit Leader, Health Supervisor, and Camp Director in relation to any camper needs and/or health concerns
- Ensure that all activities are carried out in accordance with safety standards set forth by GSUSA
- Assist in the observing of camper behavior, assessment, and enforcement of appropriate safety regulations and emergency procedures

Positive Relationships

- Contributes to the diversity of the council by ensuring that all materials, activities, and programs are sensitive to and reflective of the interests, values, and needs of people of all racial/ethnic groups, cultures, belief systems, and abilities
- Support and promote campers and fellow staff to take risks and seek challenges
- Maintains and manages a high level of customer service with parents, fellow staff, and council staff

Requirements and Qualifications

Requirements –

- Minimum 16 years of age
- Willingness to adhere to principles of Girl Scouting, Girl Scout Law, and Girl Scout Promise
- Current First Aid/CPR certification (or willingness to obtain)
- Ability to prioritize the needs of campers and communicate with and provide direction to campers and staff of varying age and skill levels
- Ability to assist in providing constant support to campers and help campers navigate emotional well-being during their time at overnight camp
- Ability to function as a camp staff team member and work effectively with peers
- Ability to identify, respond, and adapt to environmental or other hazards related to camper supervision
- Ability to share living quarters with other staff (may include directly on-ground, primitive camping, rustic cabins, platform tents, or lodges)
- Ability to establish and maintain boundaries with campers and fellow staff
- Ability to endure prolonged standing, bending, walking, hiking, sun exposure, heat, and other weather conditions, and have an understanding of and be comfortable navigating around wildlife animals (insects, reptiles, mammals, etc.)
- Willingness to learn and adapt to new situations, surroundings, and circumstances in a quick and effective manner
- Ability to go without electronic devices for several hours or days at a time while on duty (excluding medically necessary devices)
- Provide at least three professional references

Desired Qualifications –

- Completion of a Counselor-in-Training program or similar leadership development program
- Knowledge of the Girl Scout Program and National Portfolio
- Experience working with children in a youth or outdoor education capacity
- Desire and ability to teach, work, and relate successfully with campers and fellow staff members
- Passion and excitement for the outdoors, programs offered (climbing, horseback riding, sailing, archery, hiking, etc.), and providing an exceptional program to each camper
- Demonstrated maturity, sound judgment, integrity, and flexibility
- Enthusiasm, patience, and a sense of humor

Physical Working Conditions -

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. While performing the duties of this job, the employee must have the:

- Ability to endure prolonged standing, bending, reaching, walking, and hiking
- Willingness to work outdoors with exposure to all weather conditions including sun, heat, rain, humidity, etc.
- Understanding of and being comfortable navigating around wildlife animals, i.e., insects, reptiles, mammals, etc.
- Capability to lift or move objects up to 10 pounds on a regular basis and occasionally lift or move objects of up to 50 pounds
- Noise level is usually minimal to moderate