



**FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY**

**FREMONT FAMILY YMCA**  
**810 N. Lincoln Avenue**  
**Fremont, NE 68025**  
402-721-6952  
[www.fremontfamilyymca.org](http://www.fremontfamilyymca.org)

## Camp Counselor Job Description

**Reports to: Director of Camp Grounds and Programs**  
**FLSA status: Hourly**

### Position Summary

The Camp Counselor at the Fremont Christensen Family YMCA Camp intentionally fosters a cause-centered culture that is welcoming, genuine, hopeful, nurturing, and determined. This position is responsible for leading camp kids in day-to-day activities and programs. Counselors are expected to create a fun and safe environment for camp kids.

### Core and Strategic Functions

#### **High Quality Programs, Services and Facilities**

- Assist when needed with the overall upkeep of the camp.
- Maintain safety policies and procedures for all YMCA guests and staff.
- Lead camp kids effectively
- Implement day camp programming
- Provide a positive atmosphere
- Help keep current inventory and storage of equipment and supplies in the facility.
- Attends meetings, trainings, events and other functions as requested by the Camp Director
- Maintains familiarity with Fremont Family YMCA rules, regulations, and objectives and communicates accordingly.

#### **Additional Responsibilities**

- Custodial support as needed
- Report unclean conditions, safety hazards and malfunctioning equipment to Camp Director
- Assist in the promotion and integration with other FFY departments to ensure the productive, effective and efficient operation of the FFY
- Represent and promote the FFY in the community as needed and develop positive working relationships with other organizations, business and governmental entities

#### **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. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.
- Constant on your feet and working outside most of the time.
- Use of a computer, walking, standing, climbing, squatting and kneeling.
- The employee must occasionally lift and/or move up to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust.
- The noise level in the work environment is usually light to moderate, occasional exposure to heavy noise levels.
- This position demands the need to always work alertly and safely given the many and real hazards that this position presents on a daily basis and to practice all safety procedures and protocols that are routinely used within all fields, in particular, the maintenance field.

YMCA MISSION – God has given us the pathway to life and health through Jesus Christ and the Holy Scriptures.  
It is the mission of the Fremont Family YMCA to help put these Christian principles into practice through programs that help build healthy spirit, mind and body for all.



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## **FFY Competencies**

**Mission and Community Oriented:** Accepts and demonstrates FFY values. Works effectively with people of different backgrounds, abilities, opinions and perceptions. Demonstrates a desire to serve others and fulfill community needs. Recruits quality staff and builds effective, supportive working relationships with them. Provides assigned staff with orientation, training, development and recognition. Enrolls new staff in FFY onboarding sessions when hiring. Ensures high level services.

**People Oriented:** Takes initiative in developing others. Builds rapport and relates well to others. Speaks and writes effectively. Empathetically listens and communicates for understanding when negotiating and dealing with conflict. Effectively tailors communications to the appropriate audience. Provides staff with feedback, coaching, guidance and support.

**Results Oriented:** Strives to meet or exceed goals and deliver a high-value experience for members. Embraces new approaches and discovers ideas to create a better member experience. Makes sound judgements, transfers learning from one situation to another.

Establishes goals, clarifies tasks, plans work and actively participates in meetings. Holds staff accountable for high-quality results using a formal process to measure progress. Develops plans and manages best practices through the engagement of team. Effectively manages budgets.

**Personal Development:** Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Utilizes non-threatening methods to address sensitive issues and inappropriate behavior or performance. Shares new insights.

**Working Schedule:** This position will primarily report weekdays. Night, weekend, and on-call shifts may be required during peak seasons, events and weather events.

**Time Management:** Ability to multitask and converse with members, visitors, and staff to increase awareness of maintenance concerns without letting that deter from work completion.

## **Position Qualifications**

- Strong Troubleshooting and Problem-Solving Skills
- Maintain First Aid/CPR/AED certifications
- Good communication with children
- Strong interpersonal and organizational skills, able to relate effectively to diverse groups
- Demonstrated service and public relations skills

This job description may not be all inclusive. Employees are expected to perform all other duties as assigned and directed by the supervisor. This job description and duties may be modified when deemed appropriate by supervisor or top management.

Signature \_\_\_\_\_ Date \_\_\_\_\_

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