



Montana Farmers Union Camp

Job Title: **Camp Counselor**

Classification: Exempt (Seasonal)

Reports To: Camp Director and Education Director

Job Summary:

Camp Counselors are responsible for supervising campers, leading activities, and ensuring a safe, fun, and inclusive environment. Counselors serve as role models, helping campers develop new skills, friendships, and confidence.

Position Purpose:

Counselors are the primary caregivers for each camper. The Counselor is responsible for planning, teaching, coordinating, and carrying out activities and guiding campers in their personal growth and daily living skills.

Essential Job Functions

1. Assist in the direction, supervision, and organization of campers in their living unit, within activities and throughout the camp to meet the intended camper outcomes.
 - Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
 - Assure campers are always properly supervised.
 - Be aware of and implement safety guidelines.
2. Participate in the development and implementation of program activities for campers within the mission and outcomes.
3. Responsible for leading and assisting with the teaching of activities.
4. Actively participate in all program areas as assigned.
5. Provide for the progression of activities within the framework of individual and group interests and abilities.
6. ON DUTY from arrival at camp facilities to departure.
7. Assist in program areas such as nature, all camp activities, and arts and crafts as directed.
8. Maintain, follow, and uphold high standards of health and safety in all activities for campers and staff.
9. Provide the daily care of each camper within your supervision including recognition of personal health needs.

10. Be alert to campers and staff needs and assist them with personal and/or health problems and discuss with camp Health Care Manager and/or camp director when appropriate.
11. Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs needed promptly to camp director.
12. Be a role model to campers and staff in your attitude and behavior.
13. Set a good example to campers and others in regard to general camp procedures and practices including sanitation, schedule, and sportsmanship.

Expectations

1. Professional dress: wear the shirt provided and shorts/pants that are appropriate to work with children. Expect to be bending down, standing, sitting, moving, etc.
2. Language: this is a work environment with young children present. It is expected that the language will be PG during work hours.
3. Breaks: scheduled breaks will be implemented into the day. Breaks will be taken during the allocated timeframe.
4. This is a tobacco free/smoke free/drug free facility. Smoking, vaping, chewing, etc. Is not tolerated at any point of the day on camp grounds
5. Treat everyone, coworkers and campers- with respect

Other Job Duties:

Contribute to verbal and written evaluations and communication as requested.

- Participate enthusiastically in all camp activities, planning and leading those assigned.
- Participate as a member of the camp staff team to deliver and supervise evening programs, special events, overnights, and other all-camp activities and camp functions.
- Assist in the planning of any special events
- Other tasks or duties that this position may be expected to perform but are not necessarily the primary focus of this position.

Relationships:

Counselors generally have regular relationships with camp director(s), MFU Education Director, kitchen staff, business and maintenance staff. The Camp Director is the counselor direct supervisor and will assign tasks and duties. The Education Director will

provide training, oversight, and directions to counselors. Kitchen staff will work to help serve and clean up meals and activities performed in the kitchen area. Business staff will issue employment paperwork, receive timecards, and issue checks and reimbursement. Maintenance staff will perform upkeep and repairs to equipment and facilities as needed.

Equipment Used:

Counselors may be asked to use fire protection equipment, washers and dryers, dishwashers, bear spray, and specialty program equipment. Some may be asked to drive camp vehicles.

Qualifications and Certifications:

- Must be 18 years of age or high school graduate.
- Must be able to obtain or become certified in First Aid/CPR.
- Must submit health history record and examination form prior to first day of work.
- Ability to interact with all age levels.

Knowledge, Skills, and Abilities:

- Understand the development needs of youth
- Ability to relate to youth and adults in a positive manner
- Demonstrate knowledge and skills in program areas designated camp program areas
- Ability to communicate and work with groups participating (age and skill levels) and provide necessary instruction to campers and staff.
- Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Ability to observe staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques.
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Physical Aspects of the Job:

- Visual and auditory ability to identify and 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, illness, or injury) and

possess strength and endurance required to maintain constant supervision of campers.

Some physical requirements of a General 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, snakes, bats, etc.

Compensation:

Camp Counselors will receive \$180 per day +\$20 per day for every year they have previously served at Montana Farmers Union Camp as a counselor up to \$220/day

Year 1- \$180/day

Year 2- \$200/day

Year 3+- \$220/day.