

Wisconsin Lions Camp

A Project of the Wisconsin Lions Foundation, Inc.

Job Title: **Counselor**

Reports to: *Support Specialists, Camp Director, Program Supervisor*

Position Purpose:

Counselors are the primary caregivers for each camper. They are responsible for providing a safe, nurturing environment for campers to develop and learn new skills, grow personally and manage daily living skills. This position is salaried and must live on site when camp is in session.

Essential Job Functions: The requirements and tasks that must be met and completed to do the job.

1. Age 18 years or older during the summer camp session (starting May 19, 2025).
2. Live on-site while Camp is in session.
3. Sufficient visual, auditory, cognitive, and communication abilities to supervise, guide, and care for all campers independently.
4. Ability to work and collaborate as part of a team.
5. Ability to live in a community environment with limited privacy.
6. Ability to observe camper and staff behavior, assess appropriateness, and report or respond using the appropriate camp policies and procedures.
7. Represent the Wisconsin Lions Foundation professionally.
8. Ability to maintain mental, emotional, and social resiliency (such as handling stressful situations appropriately) needed for the job in a fast-paced, interactive environment.
9. Ability to establish and maintain appropriate professional relationships and interpersonal skills while recognizing and considering the needs of others in daily interactions and decision-making.
10. Ability to interact effectively with individuals and groups respecting diversity and maintaining appropriate boundaries.
11. Ability to use effective and appropriate self-care practices for maintaining overall wellness.
12. Physical ability to work and live in a rural camp setting that includes prolonged standing, walking long distances on uneven terrain, climbing, stretching, lifting and moving camp equipment up to 35 pounds, working irregular hours, and environmental exposure such as weather conditions, insects, and plant life.
13. Physical ability to identify environmental and other hazards and respond appropriately to emergencies.

Knowledge Skills and Abilities: Expertise that will be developed on the job.

1. Understand the developmental needs of youth
2. Experience working with children and adults who have disabilities
3. Experience with camp activities, programs and residential living
4. Valid driver's license
5. First Aid/CPR/AED certification
6. Lifeguard certification
7. Training and/or experience with program areas: crafts, music, musical instruments, dance and theatre, challenge courses, belaying, environmental education, sports and games, small watercraft, fishing, swimming and archery.
8. Training or experience in healthcare settings.

Specific Responsibilities: What the role will be doing at Camp.

1. Responsible for the day-to-day care and management of 6 to 8 campers including meals, medication times, movement around Camp, and cabin time, including overnight care.
2. Assist with planning, leading and organizing camp activities, working closely with specialists and administrative staff.
3. Live with and directly supervise 6 to 8 campers. This requires counselors to be a positive role model for the campers and other staff members.
4. Work with camper families and campers on arrival and departure days to ensure they are comfortable with Camp while performing arrival/departure duties as assigned by administrative staff.
5. Assume responsibility for each camper's safety and social, emotional, mental, and physical well-being, to ensure a positive camp experience. Help each camper grow and adjust to other campers and to camp life.
6. Assume responsibility for camper supervision and behavior management with specialists.
7. Lead activities as scheduled.
8. Act as a lifeguard or lookout while at the waterfront.
9. Conduct orientations for campers to daily camp life, program areas and programming events.
10. Assists in trainings, workshops and other educational sessions for campers and staff.
11. Work with Support Specialists and Administrative Staff to ensure camper and staff safety and well-being.
12. Complete weekly progress reports, feedback forms, camper awards and other needed paperwork as assigned.
13. Respect the confidentiality of campers and staff relating to issues such as health, behaviors, and other situations that may arise.
14. Assist in maintaining all program areas and related equipment in excellent working condition and submit supply and maintenance requests to administrative staff.
15. Act as a substitute for other staff as assigned.
16. Assist in Camp emergencies or other situations as directed.
17. Assist with Camp clean up after each group departs.
18. Attend and participate in all staff meetings and events.
19. Other duties as assigned.

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