

Resident Camp Counselor

Job Details

Job Location: Dale Earnhardt Environmental Leadership Campus at Oak Springs

Job Start and End Dates: June 15th-August 1st, 2025

Description

Girl Scouts Hornets' Nest Council

Job Title: Resident Camp Counselor

FLSA Status: Seasonal Staff Summer Camp Staff

Department: Resident Camp

Reports to: Director of Outdoor Programming

Location: Statesville, NC

Number of positions: 15

Weekly Rate: \$500

Job Purpose: Cabin Counselors are the primary caregivers for each camper. They are responsible for teaching, coordinating, and carrying out activities and guiding campers in their personal growth and daily living skills. They ensure the physical, mental, and emotional safety of campers.

Essential Functions

- Assists in the direction, supervision, and organization of campers in their group/cabin, within activities and throughout camp in order to meet the intended camper outcomes.
- Plans, develops, leads, and helps implement program activities for campers within the mission and outcomes.
- Lives in cabins with assigned groups from Sunday-Friday during full weeks (4) and Sunday-Wednesday during short weeks (2).
- Works in conjunction with and assists Camp Leadership to ensure all weekly and daily paperwork is completed and turned in on time.
- Ensures that group schedules and activities are implemented.
- Ensures parents feel secure in their camper staying at camp.
- Creates a camp atmosphere where every camper is safe, has fun, and feels well-liked by peers and staff.
- Encourages girl led programming beyond listed programming in the camp guide.
- Work with and teach children ages seven through seventeen (grouped by age).
- Manages camper behavior, enforcing appropriate safety regulations and emergency procedures, and applying appropriate behavior-management techniques.
- Maintains effective working relationships with staff and create harmonious relationships with campers, parents, and staff.
- Provides quality camper experience that resolves concerns by offering creative solutions in a timely manner.
- Be a role model to campers and staff in your attitude and behavior.
- Assisting with daily, weekly, and end of season camp cleaning responsibilities.

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- Participates in and performs duties within the general camp life, including but not limited to check in, check out, all camp activities, themed days or meals, cookout, and duties at meals.
- Ensures camp is providing quality and safe programming for all campers by following all policies, procedures, protocols, and health and safety standards of GSHNC, American Camp Association, Health Department, and Safety Activity Checkpoints.
- Engages in problem-solving skills, by clarifying desired information, researching, locating and delivering findings and solutions.
- Displays professional demeanor, and integrity at all times.
- Maintains strict confidentiality and professionalism when handling sensitive information.
- Ability to effectively interact, work, and collaborate with people of various cultural backgrounds and promote an environment of inclusivity.
- Adheres to the policies of the Girl Scouts Hornets' Nest Council and promotes Girl Scouting in a positive manner to the public as well as to all internal and external customers.
- Performs other duties or assists other projects as assigned.

Qualifications

Required Qualifications

- Must be at least 18 years of age by June 15, 2025.
- Adherence to all Personnel Policies for Seasonal Camp Staff.
- Exhibits good judgment and risk management assessment skills.
- Ability to work with, communicate with and teach children ages six through seventeen.
- Must reside on camp property and live in cabins with campers for duration of summer camp employment (may leave camp on weekends/days off).
- Ability to make a commitment to the philosophy of Girl Scouting, both nationally and locally.
- Ability to effectively interact, work, and collaborate with people of various cultural backgrounds and promote an environment of inclusivity.
- Satisfactory results from a criminal background check are required.

Preferred Qualifications

- Training in Girl Scout outdoor programs, camp activities, camp counseling, leadership, and training techniques is preferred.
- High School Diploma/GED is preferred.

Physical Requirements

- Frequent sitting, standing, walking, bending and twisting upper body.
- Capable of lifting up to 50lbs.
- Ability to respond appropriately to emergency situations and possess strength and endurance required to maintain constant supervision of campers.

Environmental Demands

- Outdoor activity and exposure to weather.
- Continuous requirement for professional demeanor and appropriate camp staff attire.
- Continuous work as a team member and ability to work independently with some supervision.
- Willingness to live in a camp setting and work irregular hours with limited equipment and facilities, with daily exposure to sun, heat, and insects.
- Willingness to live in camp facilities that may not have AC.
- Frequent work under stress and under pressure of deadlines with overlapping projects.

Important Note: The information contained in this job description is intended to outline the general nature and scope of work being performed by an employee assigned to this position. It is not intended to be construed as a contract, or as an exhaustive list of all responsibilities, duties and capabilities required of a person employed in this capacity. Job descriptions are subject to change at the discretion of the Girl Scouts Hornets' Nest Council.

Girl Scouts Hornets' Nest is an Equal Opportunity Employer.