



Girl Scout Council of the Southern  
Appalachians, Inc. 1567 Downtown  
West Blvd., Knoxville, TN 37919  
800-474-1912 • Fax 865-689-9835  
[www.girlscoutcsa.org](http://www.girlscoutcsa.org)

GSCSA Summer  
Camp Job  
Description

Job Title: **Junior Counselor**

Classification: **Exempt**

*Girl Scouting builds girls of courage, confidence and character, who make the world a better place. Here at GSCSA, we each consistently follow the Girl Scout Law and Girl Scout Promise in our daily lives. We thrive in a fast-paced and changing environment.*

*Initial offers are for staff training week and 3 camp weeks in June with the possibility of additional weeks in July and beyond. All staff are at-will employees.*

Position Purpose

Junior Counselors are the secondary caregivers for each camper. The Junior Counselor is responsible for assisting in planning, teaching, coordinating, and carrying out activities led by Counselors and for guiding campers in their personal growth and daily living skills. Assigned to units with 1<sup>st</sup> through 8<sup>th</sup> graders.

Essential Job Functions

1. Assist in the direction, supervision, and organization of campers in their living unit, within activities and throughout the camp in order to meet the intended camper outcomes.
  - a. Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
  - b. Assure campers are properly supervised at all times.
  - c. Be aware of and implement safety guidelines.
2. Participate in the development and implementation of program activities for campers within the mission and outcomes.
  - a. Responsible for assisting with the teaching of activities.
  - b. Actively participate in all program areas as assigned.
  - c. Provide for the progression of activities within the framework of individual and group interests and abilities.
  - d. Assist in program areas such as waterfront, nature, all camp activities, and arts and crafts as directed.
3. Maintain high standards of health and safety in all activities for campers and staff.

- a. Provide the daily care of each camper within your supervision including recognition of personal health needs.
  - b. Be alert to campers and staff needs and assist them with personal and/or health problems, and discuss with camp health manager and/or resident camp director when appropriate.
4. Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs needed promptly to camp director.
5. Be a role model to campers and staff in your attitude and behavior.
  - a. Follow and uphold all safety and security rules and procedures.
  - b. Set a good example to campers and others in regard to general camp procedures and practices including sanitation, schedule, and sportsmanship.

#### Other Job Duties

- Contribute to verbal and written evaluations and communication as requested.
- Participate enthusiastically in all camp activities, planning, and leading those as assigned.
- Participate as a member of the camp staff team to deliver and supervise mealtime programs, evening programs, special events, overnights, and other all-camp activities and camp functions.
- Assist in the execution of any special events.
- Junior Counselors may be assigned to a sleeping unit.

#### Equipment Used

Junior Counselors may be asked to use fire protection equipment, washers and dryers, dishwashers, and specialty program equipment.

#### Qualifications (Minimum Education and Experience)

- Must be 17 years of age when working with children.
- Must be able to obtain or become certified in First Aid/CPR (provided at Staff Training if needed).
- Ability to interact with all age levels.
- Junior Counselors select an area(s) of specialty (e.g., archery, lifeguard with waterfront module or American Red Cross Basic Water Safety. Training is provided.

#### Knowledge, Skills, and Abilities

- Understand the development needs of youth.
- Ability to relate to youth and adults in a positive manner.
- Demonstrate knowledge and skill in program areas designated camp program areas.

#### Physical Aspects of the Job

- 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.
- 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 this 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.

Drug Testing is required.

Salary: \$275 per week plus additional pay for activity certifications. Training, room, and board provided.