



- To understand that you are part of a team that is responsible for a group of campers and that your plans should be implemented in such a way that your campers receive a fun, meaningful, and safe experience.
- To be responsible for working with and assisting with the supervision of any LIT assigned to you. To provide weekly positive feedback and constructive criticism to the LIT Coordinator in the form of an evaluation form.
- To be responsible for the cleanliness and organization of the camp area including the pavilion, fields, camp shed, and any portion of the YMCA building that is used by camp.
- To be responsible for clear, appropriate communication with campers, their families, and other staff.
- To be responsible for implementing all other tasks as assigned by the Group Leader, Camp Program Director, or Senior Program Director of School Age Child Care & Camp.

**Experience and Education:**

- College experience preferred.
- Skills in sports, crafts, group games, music/drama, nature study, water activities, and other camp-related topics are required.
- Experience working with school age children is essential.
- CPR & First Aid certifications are required (opportunity will be provided).

**Core Competencies:**

- Supports the Mission, Vision and Direction of the YMCA: Understands and supports the mission of the YMCA; displays the YMCA values; displays flexibility and accepts changes; is willing to try new methods and make suggestions; shows a strong commitment to the YMCA; conveys enthusiasm for the YMCA and his/her work.
- Builds Community: Understands and embraces the role of volunteers; helps members and participants make connections to others and to the YMCA; practices effective relationship-building techniques; supports the role of fund-raising in achieving the YMCA mission.
- Provides a Quality Experience for Members, Participants, Internal Customer and Other: Possesses the ability to deliver outstanding experiences for members, participants, internal customers and others; builds warm and supportive relationships; consistently greets and assists everyone in a positive way; strives to provide service that will exceed expectations; responds to concerns and complaints in a way that makes each person feel valued; initiates action for prompt resolution; looks for better ways to serve in involve members, participants, internal customers and others.
- Works Productively: Demonstrates responsible actions; consistently performs duties in a safe and conscientious manner within the agreed upon timeframe; follows standards, policies and procedures; is reliable and consistently punctual; actively participates in staff meetings, required trainings, and other work related activities; uses good judgment; uses YMCA resources appropriately and efficiently.
- Uses Effective Personal Behaviors/Communicates Effectively: Treats everyone with courtesy, respect and consideration; displays integrity; listens actively and genuinely; communicates in a clear and pleasant manner; embraces differences among people; demonstrates an active willingness to learn and grow; accepts constructive criticism; works cooperatively as a team member.

**Qualifications:**

- Must be at least 18 years old.
- A proven desire to work with and be with kids is essential
- Mature, responsible and self-motivated.
- Excellent communication (verbal and written) and interpersonal skills are critical to the success of this position.
- Demonstrated analytical skills.
- Demonstrated leadership qualities, organizational skills, and enthusiasm for responsibilities to children.
- Demonstrated ability to multi-task and handle multiple demands simultaneously with minimal direction.
- Possess and demonstrate excellent customer service, self-supervising, decision-making, problem solving, team oriented, and creative thinking and leadership skills.
- Emotional maturity and ability to observe confidentiality.
- Enjoyment of the outdoors.

**Trainings & Certifications:**

- Must hold CPR, AED, and First Aid certifications or successfully complete during Camp Staff Orientation.
- Must attend and be involved in camp staff training and orientation. This training will include Health & Safety, Behavior Management, Developmentally Appropriate Activities, Lesson Planning, YMCA as well as Camp Policies & Procedures, Aquatics Activities, etc.
- Must attend weekly staff meetings throughout the camp season.

**Effect on End Results:**

This position has a direct impact on the summer camp program and the effectiveness with which the YMCA accomplishes its mission. The YMCA summer camp programs are committed to promote an environment that teaches values is healthy, safe and provides an opportunity for positive growing experiences:

1. Strong relationships with parents and strong community image
2. The summer camp program has safe and age-appropriate activities and meets the needs of the community

**Physical Demands:**

Ability to frequently sit, use his/her hands and fingers, stand, typing, walk, reach, climb, balance, stoop, crouch, kneel and climb a minimum of two flights of stairs multiple times per day. Occasionally required to lift and/or carry and move up to 35 pounds. Specific vision abilities required close, color, distance, peripheral, depth perception and ability to adjust focus.

**Work Environment:**

Duties are performed in an outdoor day camp setting and at times summer camp employees may be exposed to undesirable working conditions, extreme outdoor temperatures, inclement weather, communicable infectious diseases, and the risk of injury from children. All child care employees are required to follow the preventive health policies of the Center at all times. The noise level in the work environment is moderate to above average.

**Americans with Disabilities Specifications:**

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 the essential functions.

**How to Apply:**

Interested candidates should respond to Holly Kontak, Sr. Program Director Child Care & Camp, at (315) 451-2562, ext. 226 or email their application to [hkontak@syracuseymca.org](mailto:hkontak@syracuseymca.org) or Laura Lipari, Human Resources Coordinator, at (315) 474-6851, ext. 356 or email their application to [llipari@syracuseymca.org](mailto:llipari@syracuseymca.org) no later than May 18, 2018.

The YMCA of Greater Syracuse reserves the right to interview only those internal candidates that based on their qualifications, experience and background meets the requirements of the job vacancy