Adolescent & Young Adult (AYA)
Junior Staff Counselor Job Description

Job Requirements

- Must be at least 18 years of age.
- Must be physically and mentally capable to handle the care of adolescent participants.
- Must be familiar with and enforce all safety, emergency and Camp policies.
- Serve as a role model and provide support to Camp volunteers.
- Commit to fostering a community that celebrates our Camp values, which are inclusion, gratitude, possibility, friendship and safety.
- Be flexible with the changing needs of the participants and greater Adolescent and Young Adult (AYA) Program.
- The ability to work with a diverse community in a multicultural environment.
- Perform other duties as deemed necessary by Camp leadership.
- All positions are residential and are hired for the duration of our summer program. The time commitment is early-June to late-August.

Job Summary

The Junior Staff Counselor is responsible for the daily care and safety of six to fifteen Junior Staff participants for the first three sessions of Camp. This position supports the AYA Program Associate – Junior Staff Lead with planning, implementing and facilitating outcome-based activities for Junior Staff programming. The Junior Staff Counselor models safe and positive behavior, alongside other staff and volunteers, to facilitate personal and professional development while responding to the individual needs of participants. When the Junior Staff program is not in session, the Junior Staff Counselor will support staff and participants engaged in Journey programming.

Job Responsibilities

- Work effectively both individually and as part of a team.
- Participate in required on-site orientation and individual program trainings, as needed, prior to the start of the summer program.
- Plan, implement and facilitate intentional, adaptable and outcome-based programming for teens of all abilities, ages 17-18. Activities should be inclusive to all participants and incorporate the weekly camp themes.

- Communicate often with AYA Associate – Junior Staff Lead, Unit Nurse, Program and Cabin Mentors, and Leadership Team on how to best support each participant's social, emotional and medical needs.
- Check-in with Cabin and Program Mentors often to ensure Junior Staff member is supported and has what they need, including constructive feedback, to be successful.
- Co-facilitate outcomes-based morning workshops for Junior Staff participants, prioritizing the outcomes of increased independence, increased self-confidence and increased connection with peers.
- Ensure the cleanliness and organization of the Young Adult Lodge and other spaces utilized by Junior Staff programming.
- Assist in opening and closing day procedures.
- Provide consistent engagement with participants throughout each session.
- Communicate relevant observations of participant experiences to the AYA Associate – Junior Staff Lead.
- Be flexible as a leader and use problem solving skills to adjust and adapt in an ever-changing environment.
- Set a good example of how to treat yourself and others while at Camp. Be a role model for sharing the space with campers, participants, colleagues and parents/caregivers.
- Be willing to request help, advice and feedback from peers or Leadership Team members. It truly takes a village!
- Be responsible for knowing and adhering to policies and procedures contained in the Camp manual.
- Attend all staff meetings and perform any other duties deemed necessary by AYA Coordinator and/or Camp Director.
- Teach, model and adhere to all organizational policies and procedures as stated in the Employee Handbook and Camp Manual.
- Communicate and demonstrate the organization's mission, AYA program goals and create an intentional community for staff and participants in a strong social context of "Safety, Love and Respect".
- Assist with special projects and perform additional duties as assigned.

Reports to

The Junior Staff Counselor reports directly to the AYA Associate – Junior Staff Lead and AYA Coordinator.

Our Commitment to Diversity

In keeping with Camp's core values, Hole in the Wall fosters a community of purposeful inclusion through a commitment to diversity and equity.