Smart Kids, Inc.

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**Job Title:** Lead Camp Counselor
**Location:** Bridgeton, MO
**Position Type:** Seasonal (Summer)
**Reports To:** Camp Director
**Compensation:** Paid $17 HR/Practicum/Internship/Federal Work Study
**Dates of Employment:** 05/12/2025 – 08/01/2025

**Job Summary:**

The Lead Camp Counselor will be responsible for overseeing the daily operations of a group of campers and Camp Counselors in a summer day camp setting. This individual will play a key role in providing a safe, fun, and educational experience for all campers, while also leading, mentoring, and managing the camp counseling team. The Lead Camp Counselor will support the Camp Director and ensure that all camp activities run smoothly, safely, and according to the camp's goals and guidelines.

**Key Responsibilities:**

- **Supervision & Leadership:**
  - Lead a team of camp counselors, providing guidance, support, and regular feedback.
  - Oversee the daily schedule and activities for a group of campers, ensuring a positive and inclusive camp environment.
  - Serve as a role model, demonstrating leadership qualities, and upholding camp values and policies.
  - Foster an atmosphere of respect, responsibility, and community among campers and staff.
- **Program Planning & Implementation:**
  - Assist in planning and organizing camp activities, including games, arts and crafts, outdoor adventures, and special events.
  - Lead campers through structured activities, ensuring engagement, safety, and enjoyment.
  - Adapt activities to suit the interests and abilities of campers, promoting teamwork, creativity, and personal growth.
- **Safety & Supervision:**
  - Ensure that camp policies and safety procedures are followed at all times, including health and emergency protocols.
  - Monitor campers' physical and emotional well-being, providing support as needed and addressing any concerns with sensitivity and professionalism.
  - Supervise camper behavior, intervening when necessary to resolve conflicts and maintain a safe environment.
- **Communication:**
  - Serve as a key point of contact for campers, parents, and fellow staff members.
  - Regularly update the Camp Director on the progress and needs of the camp group.
  - Communicate effectively with parents regarding their child's progress, behavior, and any incidents.
- **Camp Spirit & Team Building:**

    - Help build a positive camp culture that emphasizes teamwork, inclusion, and personal growth.
    - Support camp-wide initiatives, such as camp-wide games, talent shows, or special outings.
    - Lead and participate in staff training, pre-camp orientations, and team-building activities to ensure the success of the camp program.
- **Mentoring & Development:**
    - Mentor junior counselors, providing training, encouragement, and leadership in a supportive way.
    - Help junior counselors grow their skills in group management, activity facilitation, and camper engagement.
    - Provide constructive feedback and assist with resolving challenges or conflicts among staff.

**Qualifications:**

- Previous experience working with children in a camp or educational setting, preferably with at least one year in a leadership or supervisory role.
- Strong leadership, communication, and interpersonal skills.
- Ability to work collaboratively with a diverse group of staff and campers.
- Enthusiasm, energy, and a passion for creating memorable and impactful experiences for young people.
- Knowledge of camp safety procedures, including first aid and emergency response.
- Ability to adapt to a variety of situations and solve problems creatively and effectively.
- Certification in CPR/First Aid (or willingness to obtain before camp starts).
- Availability for the entire summer camp season (typically [dates]).

**Preferred Qualifications:**

- College coursework or a degree in education, recreation, child development, or a related field.
- Experience with specific camp activities (e.g., arts and crafts, sports, outdoor programming, etc.).
- Wilderness first aid or lifeguard certification.

**Physical Requirements:**

- Ability to stand, walk, and engage in physical activities for extended periods.
- Ability to lift up to 25 lbs (camp equipment, supplies, etc.).
- Comfort working in outdoor environments and varying weather conditions.

**Benefits:**

- Competitive compensation (hourly wage or stipend depending on location).
- Room and board provided (if applicable).
- Opportunity for personal and professional growth, including leadership and teamwork experience.
- A fun, dynamic, and rewarding environment working with young people and fellow staff.

**To Apply:**

Interested candidates should submit a resume and brief cover letter explaining their interest in the position and experience working with children to info@smartkidsinc.org. Please include “Lead Camp Counselor

Application" in the subject line. In your cover letter, please include why you are passionate about working with students and how your skills can contribute to our mission. Please fill out an employment application at www.smartkidsinc.org/employment .

Smart Kids, Inc. is an Equal Opportunity Employer and encourages individuals of all backgrounds to apply. We are committed to creating an inclusive environment and ensuring equal opportunities for all.