

Position Description

Position Title:	Camp Inclusion Specialist
Reports To:	Camp Director
Status:	Seasonal, Exempt
Salary:	\$400-450 per week
Dates:	May 27-August 2

About Our Program

Come join Girl Scouts Carolinas Peaks to Piedmont for your best summer yet! We are looking for enthusiastic, passionate and fun-loving staff members to help bring the camp magic to life for our girls.

We will run overnight camp at two of our camp properties: Keyauwee Program Center in Sophia, NC and Camp Ginger Cascades in Lenoir, NC. Staff will have the unique opportunity to work at both properties, spending the first 2.5 weeks at Keyauwee and then moving to Ginger Cascades for four weeks. In addition to overnight camp, there will be a special, one-week camp session at Camp Pisgah in Brevard, as well two weeks of day camp held at offsite locations in Greensboro and Iredell County. Camp team members hired for overnight camp will also assist with these additional camp opportunities.

So, are you ready to share your love of the outdoors with girls this summer? Are you ready to grow in your leadership skills and make connections with others who are dedicated to bringing girls outside? We hope so!

Position Summary

The Camp Inclusion Specialist will work with campers and units that need extra support throughout the week, including campers who have needs that warrant extra attention or care. They will also assist in training and advising staff on building programs with more intentional inclusion through program differentiation and adaptations. They will work closely with unit staff, program specialists, and the Camp Director to always ensure the supervision and safety of campers. Additionally, the Inclusion Specialist will lead efforts to boost staff morale by planning activities and events that foster bonding and inclusion among staff. They will also work closely with our international staff to help with the transition to camp life. This position is part of the camp Administrative Team and will help with other duties as assigned.

Major Responsibilities

- Train and advise unit staff on best practices for supporting campers who need extra attention or care throughout the week.
- Develop and implement a variety of activities in accordance with the objectives and standards of Girl

Scout program goals. Ensure that the interests and abilities of all campers are considered in relation to progressions of activities.

- Consult with parents or guardians of campers identified as needing additional support in order to get a full understanding of the camper's needs and best ways to problem solve and communicate with their camper.
- Work in units to shadow, observe, mentor, coach, and/or step in to support campers in need. Available and accessible to staff for questions and concerns throughout the day.
- Inform the Camp Director of any camper issues and alert them to issues that require a higher level of intervention.
- Lead efforts to boost staff morale by planning activities and events that foster bonding and inclusion among staff.
- Work closely with international staff to help with the transition to camp life.
- Serve as a positive role model for campers and staff, displaying a positive and cooperative attitude. Acts as a team player on the summer staff team.
- Other duties as assigned.

Additional Accountabilities

- Actively support all efforts to increase cooperation, communication, and collaboration between and among staff members, volunteers, and campers.
- Understand and internalize the importance of seeking resolution to problems and concerns by bringing them to the direct attention of supervisor in a timely manner.
- Seek to improve the effectiveness and efficiency of all camp operations with positive and creative approaches to challenges.
- Ensure that materials prepared and produced for the camp's internal and external audiences reflect the highest standards of excellence.
- Demonstrate sound time-management skills by effectively and efficiently organizing, prioritizing, and completing multiple assignments in a timely manner.
- Maintain strict confidentiality when handling sensitive information.
- Attend all administrative meetings as needed.
- Continually seek and accept opportunities for personal and professional growth.
- Ensure that diversity and pluralism are embraced and incorporated into the design and delivery of camp experiences; actively support and promote the camp's commitment to diversity and inclusion.
- Respond to all emergency and crisis situations quickly and calmly.

Requirements

- At least 20 years old.
- Hold a degree in Special Education, Social Work, Child Development, or a related field OR be a rising Junior or Senior actively working towards a degree in the fields listed above.
- Demonstrated training and education in serving children with a variety of support needs, including but not limited to behavioral issues, trauma and other mental health concerns, and physical or intellectual disabilities.
- 2 years of experience working with children who have special needs or behavioral issues.
- Must successfully pass a criminal background check and a driver history check.
- Current First Aid/CPR certification, or ability to obtain certification.
- Current driver's license and at least three years of driving experience; ability and willingness to drive a camp vehicle.

- Must have the strength and endurance required to maintain constant supervision of campers and staff in a variety of activities.
- Passion for working with youth.
- Love being outdoors and willing to work outdoors in the heat, humidity, and rain.
- Belief in the purpose and value of Girl Scouting; must be a registered member of Girl Scouts or become a member upon acceptance of position.
- Strong commitment to diversity, equity and inclusion.
- Ability to communicate with staff, campers, and parents with diplomacy and tact.

Physical Requirements

Any 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 accommodation may be made to enable qualified individuals with disabilities to perform the essential functions unless this would cause an undue hardship to the Council.

- Prolonged standing, bending, stooping, walking long distances, hiking, climbing, and stretching;
- Moderate lifting (up to 50 pounds);
- Walking on uneven terrain, up and down hills for distances up to ½ mile;
- Endurance to meet emergency needs;
- Ability to live in a camp setting and work irregular hours;
- Ability to tolerate daily exposure to the sun, heat, and animals such as bugs, snakes, bats, etc.

Disclaimer Statement

The above are intended to describe the general nature and level of work being performed by employee(s) assigned to this classification. They are not intended to be an extensive list of all responsibilities, duties, and skills required of personnel so classified. Other functions may be assigned and management retains the right to add or change the duties at any time. The employee is expected to adhere to all organization policies and to act as a role model in the adherence to the organization policies.

I have read and understand the job description. I attest that I am qualified and able to perform the duties of this position as described.

Employee’s Signature _____ **Date** _____