



Position Description

Position Title: Boating Specialist
Reports To: Program Coordinator
Status: Seasonal, Exempt
Salary: starts at \$350/week
Dates: May 29-July 5 & July 13-August 2, 2025

About Our Program

Come join Girl Scouts Carolinas Peaks to Piedmont (GSCP2P) for a summer filled with adventure. We are looking for enthusiastic, passionate and fun-loving staff members to help bring the camp magic to life at our overnight resident camp, Keyauwee Program Center, in Sophia, NC.

The mission of Girl Scouts is to build girls of courage, confidence and character who make the world a better place. We believe spending time outdoors at summer camp is a great way to do that! If you are ready to grow your leadership skills and make connections with others who are dedicated to this mission, we hope you will join us!

Position Summary

The Boating Specialist is a member of the waterfront team who is responsible for leading all waterfront aquatic programs at camp including kayaking, canoeing, standup paddleboarding, and paddle boating. This role includes conducting swim tests for every camper each week and instructing campers on proper boating techniques at the waterfront. The Boating Specialist will accompany the Spirit of Adventure group on an overnight canoe/kayak trip that includes primitive camping. When not serving at the waterfront, this role may involve lifeguarding at the pool or serving as a Unit Counselor.

The Boating Specialist is part of the waterfront team and will report to the Waterfront Coordinator, working closely with them to ensure we are conducting safe and high-quality adventure programming at all times. This position will assist the Program Coordinator with other tasks to meet our program goals, as needed.

Major Responsibilities

- Lead all waterfront programs at camp including kayaking, canoeing, standup paddleboarding, and paddle boating.
- Ensure that all equipment is in good working order, and that all guidelines in Safety Activity Checkpoints are adhered to.
- Conduct weekly swim tests for every camper.
- Instruct campers on proper boating techniques.
- Train lifeguards and other camp staff on local operating procedures for waterfront areas at our facilities.
- Assist with daily pool maintenance.
- Live in unit with campers and assist with nighttime supervision, as needed.
- Serve as a guide, mentor and role model to campers and staff.
- Fill in for unit staff, as needed.
- 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 18 years old.
- Current Waterfront Lifeguard certification or ability to obtain.
- 1 year of experience lifeguarding and conducting waterfront programs.
- Demonstrated knowledge of proper boating techniques. Certification through an accredited organization is highly desirable.
- Must successfully pass a criminal background check.
- Current First Aid/CPR certification, or ability to obtain certification.
- 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.
- Prepared to live on-site during employment in rustic cabin accommodations (often with no electricity, internet, or air conditioning.)
- 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.