



Unit Counselor Position Description

Position Title: Unit Counselor

Reports To: Unit Leader

Status: Seasonal, Exempt

Pay: Starts at \$300/week; paid bi-weekly

Dates: June 8, 2026 - August 1, 2026

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

Unit Counselors assist in directing, supervising and leading campers in their assigned age group units in all aspects of their week at camp. This includes living in units with their assigned age group, helping their unit stay on schedule for the day with meals and activities and ensuring camper safety at all times. Unit Counselors serve as a guide, mentor and role model to campers. Unit Counselors report to their Unit Leader and work closely with them to observe and respond to camper behavior; prevent and identify safety hazards; assist with planning and conducting program activities; assist campers in emergencies (fire, evacuation, illness or injury); teach and promote respect for others; value and understand differences and similarities of campers and staff; and possess the strength and endurance required to maintain constant supervision of campers in a variety of activities.

Major Responsibilities

- Assist in directing, supervising and leading campers in their assigned age group units in all aspects of their week at camp
- Live in unit with their assigned age group and help campers with their daily routines.
- Supervise daily living and program activities to ensure campers' physical and emotional safety at all times.
- Serve as a guide, mentor and role model to campers and staff.
- Communicate day-to-day unit successes and concerns, as well as camper health and other unit issues to the Unit Leader.
- Connect with campers and help Unit Leaders make individualized plans for every camper to be successful at camp.

- Assist in maintaining unit sanitation, housekeeping and care of supplies and equipment.
- Maintain and update required unit records as requested by Unit Leader and/or administrative staff.
- 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.
- 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.
- 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

- Staff member must be at least 18 years old.
- Must be female or female-identifying.
- Demonstrated experience and passion for working with youth, preferably in a resident camp setting.
- 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.
- Possess a love of 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 1/2 mile multiple times each day;
- Tolerance for working at heights exceeding 15 feet;
- 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.