



Unit Leader Position Description

Position Title: Unit Leader

Reports To: Assistant Camp Director

Status: Seasonal, Exempt

Salary: Starts at \$350/week; paid bi-weekly

Dates: May 26, 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

The Unit Leader coordinates the schedule for and supervision of all campers in their assigned age group unit, with assistance from Unit Counselors. This position lives in units with their assigned age group and oversees the daily living and activities for their unit including observing and responding to camper behavior, ensuring camper and staff safety at all times, facilitating program activities, mitigating risk and responding to emergencies (fire, evacuation, illness or injury). Unit Leaders serve as a guide, mentor and role model to campers and staff. This includes modeling respect for others, particularly as related to valuing and understanding differences and similarities of campers and staff. Unit Leaders also provide guidance and coaching for Unit Counselors, helping to develop their leadership skills at camp. Unit Leaders must possess the strength and endurance required to maintain constant supervision of campers and Unit Counselors in a variety of activities.

Major Responsibilities

- Lead unit in all aspects of their week at camp including daily routines, meals and activities.
- Oversee Unit Counselors in their unit each week. Provide guidance as needed.
- 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.
- Guide activities in the unit, assuring camper input and enabling camper growth and development in accordance with Girl Scout program goals.

- Maintain and update required unit paperwork and records.
- Supervise unit cleanliness, health care, equipment, supplies and housekeeping responsibilities.
- Escalate camper and staff concerns to the Assistant Camp Director, 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.
- 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 19 years old.
- Must be female or female-identifying.
- At least two years of experience working with youth, preferably in a resident camp setting.
- At least one year of experience overseeing two-three other people on their team.
- Demonstrated passion for working with youth.
- Must successfully pass a criminal background check.
- Current First Aid/CPR certification, or ability to obtain certification.
- 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.