



Tate's Day Camp

Camp Counselor

Overview

Camp Counselors at Tate's Day Camp play one of the most important roles in the entire camp experience. You are the mentor, guide, encourager, problem-solver, cheerleader, and role model who helps campers feel safe, included, and excited to try new things.

We hire energetic, kindhearted staff who love being outdoors, enjoy working with kids, and want a summer job that actually *means* something. Counselors spend their days leading activities, building friendships, creating magical moments, and helping campers grow in confidence, character, and connection. Around here, we call that "The Fun Professionals" way.

What You'll Love About This Job

- A supportive team and encouraging supervisors
- Consistent daytime hours with nights & weekends off
- Outdoor work on a beautiful 54-acre campus
- Real leadership and communication experience
- Paid training
- A close-knit team of primarily college-age staff
- A screen-free camp day focused on real connection
- The chance to make a meaningful difference in a child's life

Minimum Qualifications

- Desire and ability to work with children outdoors
- Ability to relate to your peer group and work as part of a team
- Ability to accept guidance and feedback
- Ability to lead games, activities, and group experiences
- Good character, flexibility, integrity, and a positive attitude
- Enthusiasm, patience, sense of humor, and self-control
- High school graduate, graduating senior, or completion of the Tate's CIT program
- Ability to fulfill all essential job functions
- Successful completion of a background check and drug test

Responsible To

Camp Directors • Program Directors • Team Leaders

Core Responsibilities

1. Support Camper Growth & Well-Being

Your first responsibility is to help campers feel safe, included, and valued.

Specific Responsibilities:

- Learn the likes/dislikes and personalities of each camper
- Recognize moments to solve problems, encourage growth, and build confidence

- Create opportunities for positive interaction between campers and staff
 - Provide activities that help each camper experience success
 - Know your campers' medical information and be aware of allergies or restrictions
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2. Lead and Participate in Camp Activities

Counselors guide their group through the day with energy and enthusiasm.

Specific Responsibilities:

- Participate alongside campers in all activities — model excitement and engagement
 - Carry out established health and safety procedures
 - Create written weekly activity plans aligned with the weekly theme
 - Lead group games, crafts, sports, songs, and other activities
 - Help campers prepare for special events and themed activities
 - Teach and lead unit activities as assigned
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3. Be a Positive Leader and Professional Role Model

Counselors help shape the culture of camp.

Specific Responsibilities:

- Participate in staff orientation, training, and scheduled staff meetings
 - Set a good example in punctuality, kindness, sportsmanship, and dress
 - Encourage respect for personal and camp property
 - Maintain positive, professional communication with parents
 - Submit weekly activity plans and time cards on schedule
 - Report any camper, parent, or staff concerns to a director
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Administrative & Team Responsibilities

Specific Responsibilities:

- Work collaboratively with your team to run daily routines smoothly
 - Support special events such as closing programs, fun nights, picnics, and campouts
 - Communicate clearly with co-counselors and leadership
 - Follow safety protocols and emergency procedures
 - Keep group spaces and activity areas clean and organized
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The Tate's Standard

At Tate's, we build people up — never tear them down.

We value integrity, inclusion, fairness, leadership development, and a whole lot of fun. Counselors are the heartbeat of camp, and the connections you make here will stay with you long after summer ends.

Additional Notes

This job description is not exhaustive. Duties may be reassigned or expanded as needed to maintain a safe, fun, and impactful environment for campers.

Essential Functions of the Job

These functions are fundamental to the role of Camp Counselor and reflect the basic expectations for staff working directly with children in an outdoor environment. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

1. Ability to communicate effectively with campers, coworkers, supervisors, and parents; provide clear instruction; and participate appropriately in camp activities based on the age and skill level of the children.
2. Ability to observe, recognize, and respond appropriately to camper behavior, including identifying signs of distress, managing group dynamics, and implementing behavior-support techniques consistent with camp training.
3. Ability to monitor and maintain a safe environment, enforce safety rules, react calmly and quickly in an emergency, and follow established emergency procedures.
4. Visual and auditory ability to identify and respond to hazards or safety concerns in the camp environment, including weather, equipment issues, and camper interactions.
5. Physical ability to participate in and assist with camp activities, which may include walking long distances, standing for extended periods, bending, running short distances, lifting or moving equipment up to 25 pounds, and navigating uneven outdoor terrain.
6. Ability to maintain focus and emotional regulation in a fast-paced, high-energy environment while supporting children's needs and modeling positive behavior.
7. Ability to work outdoors in varying weather conditions, including heat, humidity, rain, and exposure to natural elements typical of an outdoor camp program.