



Tate's Day Camp

Special Forces

Overview

The Special Forces team at Tate's Day Camp is made up of adaptable, dependable staff who help keep camp running smoothly when coverage is needed. Special Forces team members step in for counselors who are out on vacation, working in different units and age groups throughout the summer.

This role is ideal for staff who are flexible, calm under pressure, and confident working with campers of all ages (3–13). While assignments are typically made a week in advance, Special Forces team members must be prepared for occasional day-of changes and shifting responsibilities. At its core, this role mirrors the Camp Counselor position — with an added emphasis on adaptability, maturity, and strong communication.

Special Forces team members embody “The Fun Professionals” mindset by jumping in wherever they're needed most and helping campers feel safe, supported, and excited every day.

What You'll Love About This Job

- A dynamic role where no two weeks are the same
- Working with a wide range of age groups and camp units
- Building strong leadership, flexibility, and problem-solving skills
- Consistent daytime schedule with nights & weekends off
- Paid training and support from experienced leadership
- Gaining valuable experience across multiple areas of camp
- Being a trusted, go-to team member who helps camp run smoothly

Minimum Qualifications

- Desire and ability to work with children outdoors
- Ability to work confidently with campers ages 3–13
- Strong communication skills and a calm, flexible demeanor
- Maturity, adaptability, and the ability to shift roles quickly
- Ability to accept guidance, feedback, and changing assignments
- Good character, integrity, patience, and self-control
- Ability to fulfill all Essential Functions of this job
- Successful completion of a background check and drug test
- Previous camp counseling experience preferred, but not required

Responsible To

Camp Directors • Program Directors • Team Leaders

Core Responsibilities

1. Provide Camp Counselor Coverage Across Units

Special Forces team members primarily serve as counselors wherever coverage is needed.

Specific Responsibilities:

- Step into counselor roles for different age groups and units as assigned
 - Build quick rapport with campers and help them feel safe and included
 - Follow established daily schedules, routines, and activity plans
 - Support camper behavior, engagement, and group management
 - Learn camper medical needs, allergies, and unit-specific expectations
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2. Adapt Quickly to Changing Assignments

Flexibility is at the heart of the Special Forces role.

Specific Responsibilities:

- Transition smoothly between units, age groups, or responsibilities
 - Be prepared for assignments made in advance or adjusted day-of
 - Communicate clearly with directors, team leaders, and fellow counselors
 - Ask questions when needed and step in confidently when plans change
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3. Model Leadership, Professionalism, and Positivity

Special Forces team members set an example through attitude and action.

Specific Responsibilities:

- Model kindness, patience, and emotional regulation
 - Maintain professionalism with campers, parents, and staff
 - Uphold camp policies, safety procedures, and behavioral expectations
 - Represent Tate’s values of fairness, inclusion, and building people up
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4. Support Camp Operations and Team Needs

Special Forces team members help wherever support is needed most.

Specific Responsibilities:

- Assist with special events, themed days, and camp-wide activities
 - Support transitions, coverage gaps, or unexpected staffing needs
 - Serve as a dependable team member during high-energy or busy times
 - Communicate concerns or observations to leadership promptly
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The Tate’s Standard

At Tate’s Day Camp, we build people up — never tear them down.

Special Forces team members play a critical behind-the-scenes role in creating a smooth, safe, and joyful camp experience. Your flexibility, maturity, and willingness to step in wherever needed help campers feel supported and help staff feel confident that camp is running at its best. You are trusted problem-solvers, leaders, and true examples of “The Fun Professionals.”

Additional Notes

This job description is not exhaustive. Duties may be reassigned or adjusted as needed to maintain a safe, fun, and well-supported camp environment.

Essential Functions of the Job

These functions are fundamental to the Special Forces role. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

1. Ability to communicate clearly and effectively with campers, coworkers, supervisors, and parents; provide instruction; and adapt communication style to different age groups.
2. Ability to observe, assess, and respond appropriately to camper behavior, emotional needs, and safety concerns across a wide range of ages (3–13).
3. Ability to maintain a safe environment, enforce camp rules, and respond calmly and quickly in emergency or high-pressure situations.
4. Visual and auditory ability to identify hazards, supervise groups, and monitor camper interactions in an outdoor camp setting.
5. Physical ability to participate in camp activities, including walking long distances, standing for extended periods, bending, lifting or moving equipment up to 25 pounds, and navigating uneven outdoor terrain.
6. Ability to adapt quickly to changing assignments, schedules, or responsibilities with minimal notice.
7. Ability to maintain emotional regulation, focus, and professionalism in a fast-paced, dynamic environment.
8. Ability to work outdoors in varying weather conditions, including heat, humidity, sun exposure, and occasional rain.