



PO Box 188  
North Easton, MA  
(508) 238-6049

## SHEEP PASTURE NATURE CAMP JOB DESCRIPTION

**Job Title: Junior Counselor**

**FLSA Status: Volunteer**

**Reports to: Camp Directors**

**Revision Date: 2/2/24**

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### **POSITION SUMMARY:**

Under the direction of the SPNC Camp Directors and the policies of Sheep Pasture Nature Camp and NRT of Easton, the Junior Counselor's main role is to assist the Counselors in leading groups and providing fun and safe experiences for children. The Junior Counselor will help campers acquire a feeling of high self-esteem, self-worth, and competence in an outdoor setting. The Junior Counselor will be responsible for the safety and well-being of each camper while in the day camp program.

**ESSENTIAL FUNCTIONS:** *(The essential functions or duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. All work is to be performed under the supervision of the SPNC Counselor staff and/or NRT camp directors.)*

1. Ensure the health, safety, and well-being of participants in the program by providing appropriate supervision at all times. Understand, maintain, and ensure that participants follow safety procedures.
2. Assist in the development of appropriate lesson plans for campers that utilize, but are not limited to the following areas: nature, arts and crafts, storytelling, games/activities, hikes, STEM projects, and environmental awareness.
3. Assist in guiding and directing groups in a variety of camp activities. Help maintain responsibility for campers at all times.
4. Promote hands-on activities, self-esteem, cultural diversity, and creative expression. Help establish a semi-structured setting with smooth transition periods while allowing for flexibility.
5. Help campers adjust and grow respectfully toward other campers and camp culture.
6. Provide leadership and role modeling for other junior counselors, leadership youth participants, staff, and other campers.
7. Use corrective steps to help prevent and eliminate discipline problems.

8. Maintain all NRT and SPNC standards, values, and rules. Promote an inclusive, welcoming, and respectful environment that embraces the diversity of all staff and participants.
9. Be aware of all safety hazards. Implement first aid, CPR, or AED training if necessary. Be able to recognize symptoms of a concussion. Be sure to report all injuries to the proper camp staff.
10. Ensure no distraction or interference with the delivery of camp activities (no reading, texting, talking on a cell phone, or wearing headphones while on duty).
11. Ensure safety and cleanliness of program area and equipment.
12. Inform proper staff of equipment needs including first aid supplies.
13. Assist with pre/post-camp cleaning duties.
14. Attend staff meetings and trainings as required.
15. Maintain good communication with Day Camp Counselors, Camp Directors, NRT staff, and parents/guardians.
16. Maintains confidentiality of camp records and information on a “need-to-know basis.”
17. Perform other related duties as required.

#### **QUALIFICATIONS:**

1. Must be 16-18 years of age.
2. Counselors must become certified in CPR, First Aid, and AED. NRT will provide CPR/First Aid training.
3. Must be a mature individual with the ability to work independently.
4. Previous experience or school coursework in working with children and/or recreation.
5. An interest in working with children in a camp setting and a desire to be a positive role model for children.
6. Strong communication and relationship-building skills.

#### **PHYSICAL DEMANDS:**

1. Must be able to sit or stand for long periods.
2. Be able to participate in physical activity for various amounts of time.
3. Moderate physical effort is generally required.
4. Must be able to work outdoors in varied conditions, including, but not limited to heat, rain, uneven terrain, and other naturally- occurring conditions.

#### **HOW TO APPLY:**

Please complete the SPNC Junior Counselor application and send it to the specific contact below:

NRT Education Department - [education.nrt@gmail.com](mailto:education.nrt@gmail.com)