



TITLE: Camp Counselor

Department: Camp	Staffing Classification: Seasonal
Reports To: Head Counselor	FLSA Status: Exempt
Last Updated: 1/20/2025	Signature:

JOB SUMMARY:

Responsible for the care, safety, comfort, behavior, and morale of Smirkus Campers with focused responsibility on a group of approximately 10 campers, ages 5 to 18.

ESSENTIAL FUNCTIONS: (Majority of duties, but not meant to be all-inclusive nor prevent other duties from being assigned as necessary.)

1. Provide support and guidance for the campers. Develop appropriate positive relationship with all campers within your counselor group. Be available to listen to concerns, issues, and problems. Help negotiate disputes. Provide counseling where appropriate. Be aware of and sensitive to issues before they become problems. Communicate any camper interactions, concerns or accomplishments to the Head Counselor.
2. Maintain a positive and energetic attitude while working with campers, CITs, parents, and staff.
3. Supervise all assigned aspects of the campers' day including hygiene, transitions and meals.
4. Assist coaches with camper issues, and supervision within the training sessions. Maintain open communication with all coaching staff. Report any camper concerns that may affect training to the Head Counselor so it may be reported to the Head Coach.
5. Assist Activities Coordinator as needed in general camp activities. Display enthusiasm for meal dress-ups, general programs and circus training sessions. Motivate campers to participate fully. Work to create and maintain moments of Smirkus Camp magic for each new group of campers.
6. Keep track of your camper's nutrition at meal times or in the dorm, and work with your campers to correct any problems. Notify the Health Professional and Head Counselor with any concerns.
7. Be aware of issues related to child abuse, sexual abuse, and self-harm. If you suspect that such abuses may be happening to a camper, it is your legal obligation to report this to the Camp Director and the Vermont Department of Children and Families.
8. Inform Health Professional and/or Head Counselor of any camper illness or injury immediately so it may be reported to the Camp Director. Monitor camper illness or injury as instructed by the Health Professional.
9. Help to instruct campers in safety procedures such as but not limited to fire drills, thunder drills, evacuation of the tents, dorms and dining hall.
10. Oversee the completion of camper daily chores. Provide appropriate instruction and motivation

during chores. Help to maintain the cleanliness and organization of the dorms, dining hall and program areas on a daily basis. Make chores fun and positive for your group. Notify Buildings and Maintenance Specialist of need for cleaning supplies.

11. Participate enthusiastically in the morning run, warm-ups, and strengthening on a daily basis.

12. Participate in daily counselor meetings. Participate in all general staff meetings. Participate in staff orientation and training sessions.

13. Participate in morning and afternoon on-duty rotation according to the set schedule. Participate in afternoon and evening activities as assigned.

14. Participate in night duty rotation as assigned.

15. Maintain open daily communication with the Head Counselor and Camp Director.

16. Be an inspirational and positive role model for all campers, CITs, and staff.

17. Provide mentoring to individual CIT as assigned by the Head Counselor.

18. Actively collaborate with other counselors and staff to create a safe, educational and enriching camp experience for each camper.

19. Other jobs as needed.

SKILLS AND EXPERIENCE DESIRED:

- Enjoy circus and working with young people.
- Experience working with children and teens in summer camp and/or instructional/educational settings.
- Ability to listen, communicate, and respond to multiple constituencies, solve problems and create win - win situations with people of all ages. Strong and open communication skills are a must.
- Ability to relate to and motivate campers.
- Ability to work collaboratively in a team.

WORKING CONDITIONS:

Smirkus Camp is a sleepover facility with staff on duty 24/7 when campers are present. Counselors are responsible for camper needs after lights out. Room and board is provided; staff lodging is in shared rooms in the camper dormitory. Staff eat most meals with campers when on duty. Breakfast is typically at 7:30 am, and dinner ends by 6:30 pm. 24 hours off is guaranteed within each 7-day block, and other time off may be negotiated with advance notice. Work is normally conducted both indoors and outdoors, in dorms and in circus tents. Weather conditions may vary.

PHYSICAL DEMANDS:

(the physical effort generally associated with this position.)

Work involves standing, walking, bending, kneeling, reaching, stooping, and other physical activities consistent with working out and/or setting up heavy equipment. Work may include lifting, carrying, or moving objects and equipment weighing over 50 pounds.

SUPERVISION:

Supervision is received from the Head Counselor.

SALARY: Base: \$600-\$650/week. Room and Board included

A PROMISE OF INCLUSION

Circus Smirkus celebrates all types of peoples, cultures, and skills to showcase the multifaceted triumph of human abilities, particularly among our youth population. Joining Circus Smirkus – as a participant, an employee, a volunteer, or an audience member – means you belong. And to all who join, Smirkus asks for you to embrace our values and to help us create joy and magic for everyone who encounters a Smirkus program. We commit to providing everyone equal opportunity to shine— both in and out of the ring.