



About BSCO

The Big Sky Community Organization connects our community through exceptional facilities, trails, parks and programs. With a focus on stewardship, inclusivity and well-being, BSCO creates opportunities for our community to thrive in Big Sky.

Our Team

We work collaboratively and strategically to guide the organization and its culture into the next chapter in a way that empowers staff, fosters transparency and keeps our community at the heart of what we do. Through clear communication, we navigate the hard, complex work with intention, driving meaningful progress that meets the needs of Big Sky.

What we value

- Access
- Inclusivity
- Health + Wellness
- Trust
- Responsibility



Job Title	Camp Counselor
Type	Seasonal Camp
FLSA Status	Non-Exempt, Hourly
Supervisor	Youth Programs Manager
Wage	\$18-21, DOE
Expected Schedule	36-40 hrs/week, June 4 th – August 21 st

Position Summary

Camp Big Sky Counselors are the reason campers come back day after day and summer after summer. They are the primary caregiver for each camper and are responsible for maintaining campers' safety, encouraging their participation in activities and within the group, and for helping campers learn and grow throughout the week or summer. Counselors lead and facilitate camp activities, manage camper behavior, and ensure campers have a quality summer camp experience.

Key Responsibilities

- € **Set up, facilitate, and participate in group activities in a safe, fun, and educational manner.**
- € **Manage camper behavior effectively and appropriately and seek support when needed.**
- € **Become a part of our camp community, developing relationships with campers, parents, and staff.**
- € **Supervise a group of campers, ensuring that all campers are accounted for and safe at all times.**
- € **Be attentive to and respond to camper, parent, and staff needs.**
- € **Help prepare, clean, and maintain camp yurts and spaces daily.**
- € **Communicate with all staff, including the Camp Coordinators and Youth Programs Manager throughout the day.**

Qualifications

Required

1. CPR, First Aid, and AED certification or willingness to obtain certifications
2. Ability to pass background check

Preferred

1. Prior experience working at a camp or in a childcare setting
2. Experience working with children preferred, but not required



Core Competencies

- *Committed to BSCO's mission and values*
- *Strong teamwork and collaboration skills*
- *Excellent communications and interpersonal skills*
- *Ability to work independently and as part of a team*
- *Ability to time manage*
- *Ability to manage several priorities*

Work Environment + Physical Requirements

- *Outdoor and mixed environment: most of our programming occurs outside; campus has shade structures and yurts; field trips to various trails, parks, etc.*
- *Physical Demands: Lifting 25lb+, ability to work in variable weather conditions, physical strength and endurance to maintain constant supervision of campers and to assist campers in an emergency (fire, evacuation, illness, or injury), and to respond to first aid situations*

Compensation and Benefits

- Seasonal Camp Big Sky Employee

This job description is intended to describe the general nature and level of work performed by individuals assigned to this position. It is not intended to be an exhaustive list of all duties, responsibilities, and qualifications required. The organization reserves the right to modify, add, or remove duties as necessary. This job description does not constitute an employment contract or offer of employment. Employment with The Big Sky Community Organization is governed by the state of Montana and any applicable policies.