



## **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



<b>Job Title</b>	Junior Camp Counselor
<b>Type</b>	Seasonal Camp
<b>FLSA Status</b>	Non-Exempt, Hourly
<b>Supervisor</b>	Youth Programs Manager
<b>Wage</b>	\$17-19, DOE
<b>Expected Schedule</b>	10-40 hrs/week, June 4 <sup>th</sup> – August 21 <sup>st</sup>

## Position Summary

Junior Camp Counselors are a crucial part of summer at Camp Big Sky. They have the unique ability to connect with campers and serve as important role models, while also gaining valuable experience working with youth and developing their leadership skills. Junior Counselors are 16-17 year olds who care about creating an impactful summer for others and themselves.

## 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.*