



THE CAMPS OF THE ALOHA FOUNDATION

2968 LAKE MOREY ROAD ~ FAIRLEE, VERMONT 05045

ALOHA CAMPS SEASONAL POSITIONS

JOB DESCRIPTION – CAMP COUNSELOR (MENTOR AND LEADER)

A camp counselor is an employee of the Aloha Foundation. We are a non-profit organization nestled in the Upper Valley of VT consisting of five camps, a year-round outdoor educational center, and various other endeavors in the educational realm. Our mission is *to inspire people of all ages to learn, explore and become their best selves*. We accomplish this through the curation of supportive and energetic communities, attracting and retaining transformational staff and leaders, and by connecting our work deeply to an understanding of people stemming from the fields of human development and education. For more information, please visit www.alohafoundation.org.

In this role, you will have the opportunity to build relationships and change the path of children's lives. You will be fulfilled and exhausted knowing that you have given your all throughout the summer. You will work with an incredible and talented team of dedicated people. You will gain tremendous leadership skills, personal growth, and relevant educational trainings and teachings.

Skills you can expect to develop in this position:

A summer as a camp counselor at the Aloha Foundation provides you with a unique opportunity for skill-building and growth as part of a close-knit, supportive community. Counselors learn and develop a wide range of skills that are valued in all workplaces, including:

- Effective collaboration
- Leadership
- Adaptability
- Problem solving
- Communication
- Judgment and risk management
- Ability to take on new challenges
- Perseverance and dedication
- Strong work ethic
- Skills training

You will be assigned to live and work primarily at one of our residential summer camps (Aloha, Hive, or Lanakila) or our family camp or day camp (Ohana or Horizons) as a counselor of children. In this role, you will mentor children on a path to finding their best self, nurture relationships, teach life skills, and support the transference of all this to their world at home.

Aloha - residential camp for girls 12-17

Hive - residential camp for girls 7-12

Lanakila - residential camp for boys 8-14

Ohana - residential camp for families

Horizons – co-ed day camp for children Pre-K to 7th grade graduates

There are three areas of responsibility for every counselor, detailed below:

TENT

At the residential camps—Aloha, Hive, and Lanakila—counselors live in a platform tent with three campers or a shack with four to six campers. You will be primarily responsible for looking after, and making connections with, the campers in your tent (often called your “tent family”), but you will also spend a lot of time with the campers in neighboring tents and shacks. You will be part of a larger “unit” that comprises a handful of other tents and shacks.

At Horizons Day Camp, you will be responsible for your tent family during the camp day only.

This component (tent families, units) does not exist at Ohana Family Camp or in some specialty positions at the residential camps.

DEPARTMENT

Counselors are assigned to activity departments. You can expect up to four hours a day in your department, during which time you will work together with other counselors, planning, preparing for, and running activities for a range of campers. Managing safety is always the top priority. In addition, you will teach campers new skills, play fun games with them, help them to achieve ranks and advanced skills if they are interested, and participate in or lead other department-specific activities. You will have guidance from staff who have been at camp before and will be given opportunities to implement your own ideas as well. Other department responsibilities include equipment management and care, enforcing safety standards, completing appropriate reports or paperwork, and working together as a team with other members of the department. Applicants with exceptional experience or skills in a department area may be considered for the position of head or assistant head of the department.

GENERAL

There are also a number of general responsibilities for every counselor. This covers a lot of territory and refers to the reality that in a residential community, there are many informal duties and jobs the entire staff takes on collaboratively. At camp, we are with campers from first thing in the morning until around 9:00 at night, with a few well-deserved breaks in between. For much of the time, we are expected to be with campers and to be creating relationships. For example, when campers go to meals, we sit with them and help them learn to eat socially and politely. When the campers go to an all-camp assembly, we are expected to intersperse ourselves with them and help get them excited to sing and participate. There are also a number of less-structured times during the day—times when you will not be in a specific unit or department counseling role—and during these times, a good general counselor will also create fun and special moments with campers by starting a game, engaging in a one-on-one conversation, or just hanging around with a small group of campers. Finally, there are many opportunities during the summer for you to get involved in other counseling activities (that fall under the “general counseling” area as well) which vary by camp, but may include going on trips, participating in special events, or planning and leading a special activity.

Being a counselor is truly a demanding, full-time job, but also one that is exceptionally fun and rewarding in terms of relationships that you can build with both children and adults.

These seasonal positions are for the duration of summer, possibly including certification week (determined by director), pre-camp, and closing camp. Room and board are provided, plus a competitive salary.

Some activity departments for which we hire include:

- Archery
- Arts & Crafts
- Biking
- Boating/Canoeing/Kayaking
- Campcraft/Wilderness
- Crew (Aloha)
- Exploring
- Farm & Garden (Hive and Ohana)
- Gymnastics (Hive)
- Cooking
- Landsports/Athletics
- Performing Arts
- Photography
- Riflery (Lanakila)
- Ropes Course
- Sailing
- Swimming/Lifeguarding
- Tennis
- Trip Leading

To apply, submit a Counselor application, posted on our website:

<https://alohafoundation.org/employment/>

The Aloha Foundation is an inclusive organization that welcomes people from all backgrounds. We do not discriminate on the basis of race, color, national origin, religion, sex, age, mental or physical disability, sexual orientation, gender identity, marital status, minor children, receipt of public assistance, HIV status, or place of birth with respect to employment and volunteer participation.

January 9, 2019