



— CAMP —  
COMMON GROUND

## Camp Counselor Job Description

Job Title: **Camp Counselor**

Classification: **Non-exempt**

Reports to: **Camp Director**

### What's Camp Common Ground?

Camp Common Ground's mission is to disrupt cycles of economic and racial segregation, beginning with our youth. We do this by bringing a group of racially and economically diverse middle schoolers together for an incredible summer experience. During our summer program, our youth: (a) learn about their own cultural identity and the identities of their fellow campers, most of whom are from different backgrounds than their own; (b) acquire the skills needed to listen and share in order to build relationships with others from different backgrounds, and (c) develop the leadership skills necessary to bring people from different backgrounds together in order to build community and/or make larger-scale change. And we have so much fun!

### What's special about this opportunity?

We breathe the discomfort of segregation each day, and policy can only do so much. We know that summer camps are powerful places for transformational change. At Camp Common Ground, campers will build empathy with youth from different backgrounds to become long-term leaders of integration. They will become "Commoners," a special type of leader who understands that social change requires people from different communities working together—and has the skills to make that happen. We are educators in the Bay Area, and the diversity, history, and values of this city makes this a uniquely special place for intercultural work. You would have the opportunity to help shape this organization, this community, and our common future.

### Position Expectations:

Given the goals of Camp Common Ground, it is imperative that staff members:

- see the power in bringing people from different backgrounds together;
- have an understanding of their own background and how their experience shapes how they view others;

- value and feel comfortable managing difficult conversations about race, class, and other aspects of identity;
- can be vulnerable with other adults and youth in order to share their personal story and how it has informed their perspective;
- see the potential of youth to be change agents of integration

Position Purpose:

Counselors are the primary caregivers for our Commoners. Their primary responsibility is to keep them safe physically and emotionally, and create a space where Commoners can develop long-lasting friendships across racial and economic lines. In order to do this, counselors will: (a) facilitate relationship and empathy-building activities, and (b) co-facilitate leadership activities alongside one of the camp directors, in order to help our youth acquire the leadership skills necessary for them to be agents of change in their schools and communities.

Position Benefits:

- Working on the forefront of intercultural social change, with a unique community of diverse young leaders
- 3 meals/day and cabin lodging for staff training and two-week camp session
- \$1500 for 16 days of camp total, including 3 days of staff training
- Daily time off
- Opportunity to shape the future of Camp Common Ground by serving as a staff member during one of its first summers

Essential Job Functions:

- Supervise and engage a group of 7 - 10 boys or girls in Commoner cabin time; cabin time occurs once per day and is a time when Commoners either participate in an organized relationship-building activity and/or have free time to play in their cabin;
- Sleep in the same cabin as your assigned group of campers;
- Facilitate an activity on the days when we go to the Low Ropes Course
- Participate actively in all workshops, simulations, and activities in order to support Commoners in fostering lifelong friendships, developing empathy for one another's experience, and acquiring leadership skills;

- Lead or co-facilitate play activities (examples may include, sports, theater games, hiking, fire pit, crafts)
- Teach other staff members one song or activity that we can all use at camp;
- Attend daily staff and/or ad-hoc meetings and arrive on time;
- Supervise Commoners during meals (breakfast, lunch, and dinner);
- Assist Commoners with personal and health matters and/or direct them to Zach or Ron;
- Remind Commoners, who take medicine, to report to Zach or Ron to take their medicine;
- Be available for the entire two-week, overnight camp session of June 13 - June 29, 2019 (June 13 - 16 are staff training dates and camp occurs from June 17 - 29);
- Be a role model to Commoners and Camp Common Ground staff in attitude and behavior by following and upholding all safety and security rules and procedures;
- Ride the bus with our campers from Downtown Oakland to CYO campground on the first day of camp;
- Be willing to become First Aid and CPR-certified prior to the start of camp (Camp Common Ground will cover these expenses);
- Be willing to sign a Voluntary Disclosure statement and authorize a background check, and
- Participate in harassment prevention training prior to the start date listed in contract.

Equipment Used:

*Counselors may be asked to use fire protection equipment, washers and dryers, dishwashers, and specialty program equipment. Some may be asked to drive camp vehicles or watercraft.*

Qualifications: (Minimum Education and Experience)

- Must be 18 years of age, have completed college, be enrolled in a collegiate program, or relevant experience with youth;
- Have experience working with school-aged youth (not necessarily middle schoolers), and be comfortable with facilitating challenging discussions with them
- Must be willing to become certified in First Aid/CPR
- Must submit health history record and examination form prior to staff training
- Must be willing to undergo a background check and fingerprinting

### Physical Aspects of the Job:

- Ability to communicate with and lead discussions with middle schoolers
  - Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques;
  - Visual and auditory ability to identify and respond to environmental and other hazards related to the activity;
  - Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers;
  - Must be able to go on a ½ - 1 mile hike daily with campers
  - Willing to live in a cabin with a group of campers for 2 weeks
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### ***Ready to apply?***

Submit your cover letter and resume to [zachandron@campcommonground.org](mailto:zachandron@campcommonground.org)

In your cover letter, respond to the following questions:

- 1.) Why do you want to be a part of the Camp Common Ground community?
- 2.) Describe an experience where an aspect of your identity influenced your perspective in that moment.