

**Girl Scouts of Central Maryland  
Resident Camp Position Description  
Camp Conowingo**

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**Date:** September 2017

**Title:** **Unit Counselor**

**Department:** Membership, Volunteerism and Programs

**Reports to:** Unit Leader and/or Assistant Camp Director

**Position Summary:** The Counselor plans, organizes and implements the Girl Scout program in a designated unit living area; giving leadership and guidance to campers for a healthful and fun Girl Scout group camping experience.

**Essential Duties and Responsibilities:**

- Guides unit activities and promotes decision-making and accountability amongst girls.
- Establishes weekly unit rules creation through democratic process with girls.
- Create weekly kaper chart with the girls and fellow Unit Staff.
- Reinforces program values, goals and mission of Girl Scouts.
- Participates in unit and all-camp activities, teaches various skills including appreciation of the outdoors and environmental protection. Helps campers understand and live up to the Girl Scout Promise and Law.
- Supervises girls in unit housekeeping, sanitation, care of equipment and good site conservation and ecology.
- Quickly acclimating to constantly changing circumstances involving everything from campers afraid of bugs to sudden thunderstorms. Using a can-do attitude, take on new tasks with only a moment's notice!
- Maintains and implements procedures that uphold **Volunteer Essentials** standards, Maryland Youth Camp Regulations and American Camp Association accreditation standards.
- Lives in a unit with the girls throughout the summer.
- Attend weekly staff meetings.
- Help maintain campgrounds.
- Assists in the smooth functioning of the Resident Camp by performing other duties as assigned.

**Skills, Education and/or Relevant Experience:**

- Incumbent must be 18 years or older.
- High School graduate and experience as a Girl Scout troop leader, teacher, and camp counselor or recreation leader.
- First Aid and CPR certification, or be willing and able to successfully complete training provided during staff training.
- Lifeguard, ropes (high, low), archery, and canoeing/kayaking certification or be willing and able to successfully complete training provided during staff training.
- Knowledge of interests, needs, and abilities of girls of various age levels.
- Possess strength and endurance required to maintain constant supervision of campers.
- Ability to plan, organize and schedule program activities.
- Ability to lift 25 pounds and physically meet the demands of camp life. (i.e. work irregular hours with limited or simple equipment and facilities; and with daily exposure to the sun, heat, and animals such as bugs, snakes, bats, etc.)
- Must possess excellent verbal communication skills and possess strength and endurance required to maintain constant supervision of campers.
- Visual, auditory and physical ability to identify and respond to environmental and other hazards related to the activity and emergencies on camp.
- Lifeguard, ropes (high, low), archery, and canoeing/kayaking certification or be willing and able to successfully complete one training provided during staff training.
- Must be able to pass background and fingerprint check as well as drug screening.

**Expectations**

Camp staff work as a TEAM to insure campers and staff enjoy their participation and employment in a fun and safe manner. The following responsibilities are shared by the entire staff:

- Accept and live by the Girl Scout Promise and Law while employed at summer resident camp.
- Use the Promise and Law as guidance in working with campers and staff.
- Serve as a positive role model to the campers and other staff by abiding by the policies, procedures, and rules at camp.
- Practice respect, appreciation, and acceptance for all people ensuring all campers and staff feel welcome and part of the group.
- Be flexible and open to spontaneity in programming to assure that unforeseen changes to established schedules, camp guidelines, and procedures create minimum disruption to the experience of the staff and campers.
- Be prompt and encourage promptness among campers and staff.
- Consult your supervisor when you have questions, concerns or problems.
- Encourage and set the example for reasonable neatness and cleanliness in camper and staff tents, latrines, shower house, and grounds. Assume responsibility for keeping staff house and staff shower house clean.
- Actively monitor health situations and general hygiene of campers and self and keep the Camp Health Supervisor aware of needs and problems.
- Report any maintenance needs that cannot be handled on the spot to the Camp Ranger by completing a maintenance request form.
- Participate in pre-camp cleaning and set up and post-camp close out as assigned.
- Maintain an alcohol and drug free environment on camp premises at all times.

**Girl Scout Mission Statement**  
**Girl Scouting builds girls of courage,  
confidence, and character,  
who make the world a better place.**

**The Girl Scout Promise**  
**On my honor, I will try  
To serve God and my country,  
To help people at all times,  
And to live by the Girl Scout Law.**

**The Girl Scout Law**  
**I will do my best to be  
honest and fair,  
friendly and helpful,  
considerate and caring,  
courageous and strong, and  
responsible for what I say and do,  
and to  
respect myself and others,  
respect authority,  
use resources wisely,  
make the world a better place, and  
be a sister to every Girl Scout.**

**Name** \_\_\_\_\_ **Signature** \_\_\_\_\_ **Date** \_\_\_\_\_