



Camp Counselor

Camp Counselors are the heart of our work at Tumbleweed. They generate connections, teach campers to master new skills, foster autonomy, grow, learn, and build happy people.

We believe in an inclusive community built out of diverse experiences. We strongly encourage members of the BIPOC, LGBTQIA+, differently abled, neurodivergent, and underrepresented communities to work at camp.

About Tumbleweed

Tumbleweed's mission is to build happy people through teaching critical life skills. This is hard work, and camp is a great place to do hard things! But we can't do hard things alone, which is why everyone at Tumbleweed commits to supporting each other's growth from the beginning. Just like our campers, we unplug, explore and play throughout the day. We teach play, and we play while we work. Expect to get dirty, wear silly costumes, and be a hero to your campers. Expect to work long days and to have camp songs stuck in your head months later. Expect to collaborate with everyone at camp and to make life-long friendships. We have a growth mindset as an organization (we wouldn't have stuck around since 1954 if we didn't), and you'll succeed here if you do, too. This isn't your typical job, and we don't have typical expectations. If you want to make the world a better place, expecting more from yourself and your job is a great first step. We're excited to take that first step with you!

Community Norms

- Serve as a champion of Tumbleweed, living our mission in a positive manner and acting as a role model of our values.
- Commit to building a safe, welcoming environment for everyone, with a focus on campers.
- Treat everyone with respect and compassion.
- Anticipate and respond to camper, family member and colleague needs.
- Take initiative to identify, analyze and solve problems.
- Demonstrate professionalism and accountability by upholding all policies and procedures.

Requirements

- Commitment to exceptional camp experiences for youth.
- Adaptability to meet changing needs and demands.
- Ability to work collaboratively on a high-functioning team.
- Growth mindset and flexibility to receive and incorporate professional feedback.
- Ability to patiently attend to multiple individuals.
- Ability to compassionately listen to and clearly communicate with all parties.
- Ability to maintain an excellent work ethic, a high level of energy and exceptional zest all day, every day, for the duration of the summer.

Desired Experience

- Minimum age 19 (for counselors) or 16 (for assistant counselors).
- Experience working with and/or teaching youth, preferably in a camp setting.

Essential Duties & Responsibilities

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- Prepare for and deliver an exceptional daily camp experience to a group of up to 16 campers of a particular grade level, in collaboration with a co-counselor.
- Teach a variety of camp activities, including (but not limited to) crafts, hiking, archery, games, creative play, leadership and more.
- Implement the camp program and daily schedule as assigned, adapting as needed to improve the camp experience and/or to accommodate individual campers.
- Provide leadership and zest, constantly assessing group dynamics and the needs of individual campers.
- Supervise Counselors-in-Training while they are working in your group, and inspire them to become excellent counselors and young adults.
- Set, work toward, and achieve measurable professional development goals with the support of your supervisor.
- Support camper transportation processes by serving as a bus counselor OR serve as an after-camp counselor.
- Contribute to and participate in daily opening and closing assemblies, all-camp activities, lunch, and special events.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Work Hours and Dates

The camp environment is demanding, requiring intense dedication and work ethic from each staff member. Depending on the time of summer or the specific week or day, the needs of camp and resulting staff hours may vary. We seek and make offers to staff who we believe are capable of thriving in this environment and contributing to camp's success.

- Hours may be any time between 7:30am and 6pm, Monday through Friday; all positions are a minimum of eight hours per day. Number of hours and start/finish time will vary by day, position, and specific assignments.
- Staff meetings are held biweekly on Mondays from 6 to 9 pm.
- Before orientation begins, all staff complete 1-10 hours of online onboarding and training.
- Orientation: participate in five mandatory orientation days immediately before camp begins.

Compensation

We are committed to competitively compensating camp staff.

- In accordance with California labor codes, camp counselors are paid a weekly salary for a minimum of 40 hours per week and an hourly equivalent for less than 40 hours. Please see the job posting for specific salary amounts.
- Staff will be compensated at a different (training) rate for online and on-site orientation.
- Summer staff positions are temporary, seasonal positions and do not include health benefits or paid vacation time.

Supervision Given/Received

Supervision, observation, coaching and evaluation is provided by the director at your assigned site.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable people with disabilities to perform the essential functions.

- Some lifting and carrying up to 60 lbs.
- Seeing, hearing and speaking, both nearby and at a distance
- Use hand and fingers to help with supplies and operating equipment
- Frequent sitting, standing, walking, kneeling
- Loading, unloading and riding on a camp van