



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

FAMILY YMCA OF MARION & POLK COUNTIES  
PO BOX 110, Salem, OR 97308  
503.581.9622 | [www.theYonline.org](http://www.theYonline.org)

**JOB TITLE:** Leader in Training Director  
**DEPARTMENT:** Camp  
**REPORTS TO:** Camp Director/ Camping Services Director  
**LOCATION:** Camp Silver Creek  
**STATUS:** Salary, Exempt  
**PAY RATE:** \$275/week

### **Position Summary:**

The Leader in Training (LIT) Director is responsible for the development and implementation of the LIT program. The LIT Director is responsible for planning and leading LIT activities and working as a resource to support the development of both staff and campers. The LIT Director supervises staff assigned to the program and oversees the care of the campers in the LIT program.

### **Entry Requirements:**

- Age 21 or over by start of camping season.
- Two years of college OR an equivalent in camping work experience preferred.
- Prior leadership experience with groups of children at camps, youth groups, education settings, or community groups.
- Prior experience developing and implementing curriculum, preferable in a camp setting.
- Supervisory experience, especially with one's peers, preferred.
- Possess desire and ability for working with children and teens.
- Ability to understand the needs of campers and place camper's needs and camp's needs ahead of personal needs.
- Ability to relate to one's peers, supervisors, and children effectively.
- Ability to work in outdoor environment and display an appreciation and understanding of the natural environment to campers.
- Possess flexibility, maturity, and the ability to work with a minimum of supervision.
- Enjoy working and interacting with people of all types and ages, with a special emphasis on children, modeling and utilizing the important core value of caring, honesty, respect, and responsibility.
- Excellent communication (written and verbal) and interpersonal skills are vital to this position.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community.
- Must be CPR and First Aid certified or willing to become certified within the first 30 days of employment. (Certification classes available upon employment.) Lifeguard certification encouraged.
- Current Oregon Food Handler's Certification.



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## **Essential Functions:**

- Design and implement LIT curriculum which provides leaderships to teen campers. Follows YMCA Camp Silver Creek's staff training program.
- Supervise counseling staff assigned to unit, serving as their leader and mentor and provide ongoing feedback and coaching.
- Check in with unit staff daily, provide support and leadership to each counselor.
- Place LITs with counseling staff who can help develop and support the needs of the LIT.
- Evaluate and provide feedback for LITs throughout the program.
- Ensure counselors provide supervision, leadership, and guidance to campers.
- Assume responsibility for the health, welfare, and safety of campers under their supervision.
- Assist in any area of camp as directed, providing coverage for cabin groups as needed.
- Communicate with families on check-in and check-out days as needed.
- Be in attendance at the weekly 12:00 PM Sunday program staff meeting and 12:30 PM staff meeting.
- Participate in all courses, activities, classes, training, and planned sessions during the weeks of pre-camp.
- May work with Camp Director and Camping Services Director to help design and implement staff training.
- Follow all Standards set forth by the ACA (American Camping Association) for leadership development programming.
- Create and maintain a harmonious, positive working relationship with fellow staff, YMCA Camp Silver Creek campers, participants, and the entire camp community.
- Demonstrate commitment to quality, the core values of the YMCA, and joy in working with youth of all ages.
- Support and contribute to a safe, clean camp environment for staff and guests.
- Maintain knowledge of association policies and procedures, risk management and safety practices, and applicable laws.
- This position is responsible for supporting the overall association's initiatives through camp.
- Ability to work independently, organize and prioritize tasks and communicate effectively.



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## **Work Environment & Physical Demands:**

- Physically able to accompany campers to and participate in all camp activities.
- Able to communicate verbally with campers and to provide instructions.
- Possess visual and auditory ability to respond to critical incidents and physical ability to act swiftly in emergency situations.
- Able to observe camper behavior, respond to health and safety concerns and deal appropriately with camper behavior.
- Able to work long hours including nights and weekends.
- Able to work outdoors in varying weather conditions (rain, heat etc.) and live in a rustic outdoor setting.
- Able to follow all camp rules and YMCA policies and procedures as outlined in the Staff Handbook.
- May work at another camp location as needed.