



We build strong kids, strong families, strong communities.

YMCA OF GREATER VANCOUVER  
**YMCA CAMP DEKA**  
POSITION DESCRIPTION

**RESIDENTIAL CAMP GROUP LEADER**  
(VOLUNTEER OR PAID) REPORTS TO: CAMP DIRECTOR

**POSITION PURPOSE**

The Group Leader positions are integral to the delivery of the YMCA Camps program. Group Leaders provide the skills necessary to deliver program components and supervise youth attending YMCA Camps. Residential Camp Group Leaders are required to live onsite.

**GENERAL DUTIES AND RESPONSIBILITIES**

YMCA Camps programming is based on the building of a camp community. The camp community is intended to be supportive of all members and provide opportunities for growth and learning for all members. Staff at YMCA Camps are not only part of the camp community, but also guide campers in understanding what it means to be a part of a YMCA Camp. This is accomplished in a number of ways, including:

- Role modeling appropriate behaviours
- Role modeling respectful and caring relationships with staff and campers.
- Understanding that each staff member's role in the camp community is to serve our clients (campers) and to assist other staff in serving campers.
- Understanding that the greater good of our client's experience must be at the forefront in every decision made.
- Teach and role model the core values of the YMCA.
- Read, understand, teach and enforce the policies of the YMCA and YMCA Camps.

**SPECIFIC DUTIES AND RESPONSIBILITIES**

Each camper cabin is assigned two staff (or one staff and one volunteer) for the duration of the cabin's stay. These two staff are expected to operate in partnership and are expected to accomplish all of the tasks below. Each partnership can be structured in a manner that best suits the individual staff/volunteers, so not all duties and responsibilities need be achieved each session by each Group Leader.

Working with their partner, Group Leaders are expected to:

- Plan and deliver programming according to parameters.
- Deliver programming appropriate to the ages and abilities of the cabin group.
- Assist with or take part in camp-wide programming.
- Manage cabin group dynamics to ensure a positive experience for all campers.
- Manage behaviours of the cabin group to ensure all campers are emotionally and physically safe, and ensure that all campers feel supported and nurtured.
- Ensure that the needs of all cabin group campers are being met (including physical, emotional, social, medical and nutritional needs).
- Provide care that is appropriate to the developmental ages in the cabin group.
- Develop an individual relationship with each camper.
- Work with their partner in such a way that each partner is able to learn and grow from one another.
- Seek the assistance of senior staff or the management team when appropriate.
- Complete administrative duties relevant to campers and term of employment.
- Protect the assets of the YMCA through proper instruction and appropriate use.

Group Leaders may be asked to assist in duties not listed above. The YMCA expects the support of all staff members in fulfilling objectives that may not be specific to this position.

**QUALIFICATIONS/EXPERIENCE**

- Current Standard First Aid and CPR-C.
- Participation in 100% of YMCA Camps staff training.
- Bronze Cross
- NLS, Advanced First Aid and other outdoor activity certifications are preferred.

**COMPETENCIES**

- Commitment to YMCA Vision and Values: Demonstrates and promotes a personal understanding of and appreciation for mission, vision, strategic outcomes and values of the YMCA of Greater Vancouver.
- Communication: Communicates in a thorough, clear and timely manner and supports information sharing and goal achievement across the YMCA Association.
- Concern for Health and Safety: Acknowledges and understands how to manage and educate others of risk or harm reduction.
- Initiative: Does the right thing at the right time without being asked.
- Teamwork: Participates actively in a team for organizational effectiveness.
- Self-Management: Works independently within prescribed parameters and can discern the relevance of issues and communicate them effectively to supervisor.

**POSITION DESCRIPTION SIGN-OFF**

My signature on this document indicates that I have read, understand and agree with the position as it has been described above. I understand that as part of obtaining a position with the YMCA of Greater Vancouver I will also be required to sign a staff agreement, complete a criminal record check (the results of which may affect my suitability for this job) and read, understand and agree to abide by any relevant YMCA policies. These will be supplied to me by the hiring manager (or delegate) prior to the commencement of my duties or over the course of a pre-established training period.

*If under the age of 19, parental/guardian signature must be obtained on this document prior to the commencement of your duties.*

*Signature:* \_\_\_\_\_

*Signature of Parent/Guardian:* \_\_\_\_\_

*Print Name:* \_\_\_\_\_

*Print Name:* \_\_\_\_\_

*Date:* \_\_\_\_\_

*Date:* \_\_\_\_\_

