

# Camp Fire is seeking individuals interested in supporting a diverse group of campers and enhancing the lives of youth from varying backgrounds

## Camp Fire Inland Northwest Job Description

The purpose of this form is to detail the specific job requirements drawn from the related Job Class Specifications. Other information specific or unique to this position are outlined herein.



**Position Title:** Mentor Counselor

**Primary Position Location:** Camp Dart-Lo, Spokane, WA

**Responsible to:** Assistant Camp Director

**Salary:** \$115 per day

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### GENERAL REQUIREMENTS OF ALL STAFF

- Visual, physical, and auditory ability to identify and respond to environmental and other hazards related to the camp setting.
- Abide by health and safety rules to ensure well-being of campers and staff at all times.
- Ability to assist campers and staff in emergency (fire, evacuation, illness, or injury).
- Ability to observe and evaluate camper behavior; enforce safety regulations and emergency procedures; and apply appropriate behavior-management techniques.
- Prepare the necessary reports, inventories, and records as assigned.
- Plan for and carry out the care and maintenance of the equipment and facilities assigned.
- Know the basic facts about the program of Camp Fire.
- Display a willingness to accept a reasonable share of camp responsibilities, and other duties as assigned.
- Prepare for and participate in the meetings and conferences of the staff.
- Ability to communicate and work with groups participating (age and skill levels), and provide necessary instruction to campers and staff.
- Bring complaints or problems directly to Assistant Camp Director or Camp Director.
- Abide by established procedures and policies covered during staff training, in Camp Staff Practices and Guidelines, and Code of Conduct.
- Successfully pass a state, local and federal background check. Successfully pass a search in the U.S. Department of Justice National Sex Offender public database.
- Willingness to work at alternate camp locations; state and camp applicable wages apply.

### MINIMUM QUALIFICATIONS

- Current CPR, First Aid, and AED certifications.
- Experience working with children.
- Desire and ability to work with children outdoors.
- Ability to relate to one's peer group; be a good role model and mentor.
- Ability to accept supervision and guidance.
- Ability to teach a variety of activities.
- Good character, integrity, and adaptability.
- Enthusiasm, sense of humor, patience, and self-control.

## **CAMP FIRE INLAND NORTHWEST**

409 N. Argonne Rd., Ste. B, Spokane Valley, Washington 99212 • Telephone: 509 747 6191 or 800 386 2324  
E-mail: [campfire@campfireinc.org](mailto:campfire@campfireinc.org) • Website: [www.campfireinc.org](http://www.campfireinc.org)

**Light the fire within**

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### SPECIFIC JOB RESPONSIBILITIES

- Lead and guide a group of campers each week, providing them with personalized attention and experiences.
- Lead and teach a variety of age appropriate camper planned activities including but not limited to: outdoor skills; cooking and overnights; hiking; crafts; games; nature activities; singing; and general camp program.
- Plan, participate in, and evaluate the program designed for individual campers, small groups, and unit groups, and all-camp activities that will follow the Camp Fire philosophy of camping and the objectives of Camp Dart-Lo.
- Be on time and participate in camp events, activities, and meals.
- Responsibly carry out camp events and bus duty as required.
- Participate with campers in all group, unit and all-camp activities.
- Instruct campers in rules, safety regulations and emergency procedures, i.e., fire drills, evacuating camp, etc.
- Ensure campers' needs are met to include medications, diet, water intake, etc.
- Be knowledgeable about the health, eating habits, and diets of campers.
- Observe campers for signs of illness or fatigue and report to the Camp Nurse.
- Supervise and assist campers in unit kapers, and overall cleanliness of camp.
- Assist in planning all-camp activities, as scheduled.
- Notify appropriate camp personnel of maintenance and safety needs, as necessary.
- Complete all session paperwork; this includes but is not limited to: bead sheets, post cards, evaluations, record sheets, and inventories.
- Attend staff training and assist with the opening and closing of camp.
- Mentor Unit Counselors; assist in program planning; provide support and guidance with facilities and supplies.
- Supervise PALs and CAs as assigned. Evaluate their performance weekly or as required.
- Serve as a deck staff as needed during swim times. Supervise campers in the changing rooms and pool area during swim time.
- Temporarily fill other positions in camp and assist with camper supervision in assigned unit when not focused on primary duties.
- Other duties as assigned by the Assistant Camp Director

### ESSENTIAL FUNCTIONS

- Possess the strength and endurance required to maintain constant supervision of campers.
- Ability to maneuver wilderness terrain with uneven ground and steep inclines.
- Good physical shape to travel on rugged camp property quickly.
- Ability to lift and carry a minimum of 35 pounds.
- Must hold a valid Washington State Food Handler Permit.

Camp Fire Inland Northwest is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. Camp Fire Inland Northwest makes hiring decisions based solely on qualifications, merit, and business needs at the time.

Appointment/Employment is at will. Camp Fire Inland Northwest Council is free to determine that continued appointment/employment of any staff member is not in its best interest and is free to discharge that staff member, with or without cause.

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