



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## MCGAW YMCA IN EVANSTON CAMP ECHO JOB DESCRIPTION

### IDENTIFICATION:

**Job Title:** Teen Leadership Unit Leader (Camp Echo Summer Camps) **Department:** (80) Camp Echo  
**Classification:** Exempt (salaried) **Full or Part-time:** PT/Seasonal  
**Reports to:** Summer Camps Director, Camp Echo **Revision Date:** 10/19/2018

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The Teen Leadership Unit Leader oversees all teen leadership programs (including TYC, Villagers, LIT, and CIT) to ensure the physical and emotional well-being of all campers and staff. The Teen Leadership Unit Leader works closely with the summer leadership team and supervise all on-site teen staff to meet these goals. They are also a role model and leader on camp, working with Directors, Managers and Coordinators (DMC's) from all areas of Camp Echo, including Main Camp and Trip programs.

### SPECIFIC DUTIES:

- Directly oversees the TYC, Villagers, LIT and CIT programs.
- Takes a major role in fostering appropriate behavior among on-site teen campers, dealing with inappropriate behavior swiftly.
- Assigns campers to cabins based on cabin requests and Personal History notes from the Wellness Manager.
- Document incidents and communication with parents on the CampMinder database.
- Works with the Summer Camps Director and other camp leaders to plan and implement Staff Training.
- Supervises and takes a major role in fostering appropriate behavior among staff members who work in teen programs, providing coaching, encouragement and necessary correction as needed. (ACA HR-20)
- Create schedule for all teen leadership programs and work with staff to ensure all programs are planned and implemented, with support from program staff.
- Works with the Teen Program staff to maintain and update their Program Notebooks during the summer.
- Create schedule for all off camp outings and work with outside vendors as appropriate.
- Works with Teen Wilderness Director and On-Site Program Coordinator to support all off camp outings, including service trips, adventure trips and any other activity off the property; ensures that all staff have complete resources for these outings.
- Work with the On-Site Program Coordinator to make a van schedule that works for all teen programs.
- Drives, or identifies other approved drivers for on-camp teen programs that leave camp but can't drive themselves.
- Assist in supporting team-building and high challenge course activities for on-site teen participants as appropriate.
- Performs regular inspections of the living quarters for teen programs and ensures cleanliness and organization.
- Attends the daily morning meeting with the Wellness Manager and Summer Program Directors.
- Work with Wellness Manager to ensure that on-site teen program staff submit parent or camper letters as appropriate.
- Directs appropriate in-service (skill, behavior, group dynamics) training for on-site teen program staff during camp season. (ACA HR-13)
- Completes a final evaluation for each person he or she supervises on CampMinder in a timely manner.

### ADDITIONAL DUTIES:

- Maintains the cleanliness of the living space and office space to which he or she is assigned.
- Support the Summer Camps Director in the pre-camp hiring process as appropriate.
- Reports maintenance needs to the Property Manager.
- Models, teaches, and upholds the Camp Echo Code of Conduct and protects the well-being of all campers.
- Shares responsibility of staffing layovers or bus duty with other staff members.
- Shares responsibility for CLOD (Cause-Driven Leaders on Duty) and AC nights out.
- Attends vehicle safety sessions with the Operations Director prior to driving any camp vehicle.
- Maintains positive relationships with campers, parents and other staff.
- Encourages physical, emotional and spiritual growth and positive character development in all campers.
- Practices cultural humility, striving to actively learn about and be sensitive to cultures different than their own
- Handles whatever else is necessary to ensure that Main Camp runs smoothly and safely, or is deemed necessary by the Camp Director.

**BUDGET FOR WHICH THE POSITION IS RESPONSIBLE FOR: EXPENSE: NULL INCOME: NULL**  
**NUMBER OF STAFF (VOLUNTEERS) SUPERVISED: INCLUDE SEASONAL PERSONNEL AS PART TIME: 12**

## MCGAW YMCA LEADERSHIP COMPETENCIES (Highlight one):

	<b>Leader*</b>	<b>Team Leader</b>	<b>Multi-Team Leader</b>	<b>Organizational Leader</b>
<b>Values</b>	Accepts and demonstrates the Y's values.	Models and teaches the Y's values.	Reinforces the Y's values within the organization and the community.	Incorporates the Y's mission and values into McGaw's vision and strategies.
<b>Community</b>	Demonstrates a desire to serve others and fulfill community needs.	Ensures a high level of service with a commitment to improving lives.	Effectively communicates the benefits and impact of the Y's efforts for all stakeholders.	Ensures community engagement: promotes the global nature of the Y.
<b>Inclusion</b>	Works effectively with people of different backgrounds, abilities, opinions and perceptions.	Champions inclusion activities, strategies, and initiatives.	Develops strategies to ensure staff and volunteers reflect the community we serve.	Advocates for and institutionalizes inclusion and diversity throughout McGaw.
<b>Relationships</b>	Builds rapport and relates well to others.	Builds relationships to create small communities.	Builds and nurtures strategic Relationships to enhance support for McGaw.	Initiates the development of relationships with influential leaders to impact and strengthen the community
<b>Developing Others</b>	Takes initiative to assist in developing others	Provides staff with feedback, coaching, guidance, and support.	Provides tools and resources for the development of others	Ensures that a talent management system is in place and executed effectively.
<b>Decision Making</b>	Makes sound judgments, and transfers learning from one situation to another.	Provides others with the frameworks for making decisions.	Integrates multiple thinking processes to make decisions.	Possesses penetrating insight and strong strategic and critical thinking skills.
<b>Change Capacity</b>	Demonstrates an openness to change, and seeks opportunities in the change process	Facilitates change; models adaptability and an awareness of the impact of change.	Creates a sense of urgency and positive tension to support change.	Effectively drives change by leveraging Resources and creating alignment to expand organizational opportunities.

\*Leader is the category for all McGaw employees who are not supervisors, managers, directors, etc. In this regard, ALL McGaw employees are leaders.

## ABUSE RISK MANAGEMENT REQUIREMENTS (Highlight one):

<b>For employees who directly supervise youth</b>	<b>For employees who do not directly supervise youth</b>	<b>For supervisors and administrators</b>
Adheres to policies related to boundaries with youths	Adheres to policies related to boundaries with youths	Follows employee screening requirements and uses screening instruments to screen for abuse risk
Attends required abuse risk management training	Attends required abuse risk management training	Provides employees with on-going supervision and training related to abuse risk
Adheres to procedures related to managing high-risk activities and supervising youths	Reports suspicious and inappropriate behaviors	Provides employees with regular feedback regarding their boundaries with youths
Reports suspicious or inappropriate behaviors and policy violations	Follows mandated abuse reporting requirements	Requires employees to adhere to policies and procedures related to abuse risk
Follows mandated abuse reporting requirements	Adheres to job specific abuse risk management responsibilities <ul style="list-style-type: none"> <li>Custodians—ensures unused locker rooms and closets remain locked; routinely monitors high-risk locations</li> <li>Front desk personnel—ensures youths are properly signed in and out, ensures only authorized adults are allowed in the facility, etc.</li> </ul>	Responds quickly to policy and procedure violations using the organization's progressive disciplinary procedures
		Responds seriously and confidently to reports of suspicious and inappropriate behaviors
		Follows mandated reporting requirements
		Communicates to all employees the organization's commitment to protect their youths from abuse
		Reports essential abuse risk management information to the board of directors.

## QUALIFICATIONS:

- Minimum age 21; college graduate preferred
- Previous experience in a leadership role at Camp Echo or an equivalent camp
- Previous experience with teens in a school or camp setting
- Proven leadership ability with organizational skills and a talent for developing and leading a staff team
- Certified in CPR and First Aid; Lifeguard preferred.
- Possess a variety of skills and experience with youth
- A commitment to working with a diverse staff and camper population for the fulfillment of YMCA goals

## WORKING CONDITIONS (Check all that apply):

Walking       Crouching       Lifting (25lbs)       Sitting       Stooping       Kneeling

Climbing       Standing       Carrying (25lbs)       Pulling (25lbs)       Pushing (25lbs)

Other: This position is expected to live on site.

**The Y: We're for youth development, healthy living, and social responsibility.**