New and Updated Staff Roles for 2020

**Adventure Trip Program Unit Leader**
This Unit Leader will amplify the Adventure Trip impact by supporting the development of guides and campers throughout the summer, at camp and in the field. They will conduct lessons during staff training; share the leadership of training trips; act as a mentor to other trip guides. They will also support campers by reading personal histories and supporting groups before they leave and being a point person to support campers during check in calls.

**Area Heads**
Area Heads will take the lead on facilitating activities in one of the specific areas: archery, arts & crafts, biking, nature, sailing, swimming, water skiing. They may also run a Specialty Camp.

*What’s new about this is that all Area Heads will live in cabins with leadership teen participants. They will not also be Senior Counselors in Traditional Camp.*

**Inclusion Specialist**
The Inclusion Specialists are responsible for supporting and advocating for various dimensions of diversity (i.e. race, diverse ability, gender identity, etc.) and amplifying camper voice. They critically examine Camp Echo’s traditions, practices and activities through an equity lens and provide alternatives if needed. They will collaborate with the Unit Leaders as they work to include and integrate individual campers’ needs to create a cohesive cabin group environment.

**Junior Support Staff**
This is a role for 2020 high school graduates who are still under 18 years old while working at camp and therefore not eligible to supervise campers as assistant counselors. Their primary responsibility will be either to supervise staff kids on child care and/or be staffed at camp activities or program areas as a Lifeguard or additional staff support if not a certified lifeguard.

**Leadership & Wilderness Unit Leader**
The Unit Leader’s primary role is to support the development of Leadership Staff (LIT, CIT) and Wilderness Staff (TYC, Voyagers, Rangers, Pathfinders), providing resources to support group dynamics and leading engaging all-teen programs. They will collaborate with the Inclusion team who supports individual campers’ needs to create a cohesive cabin group environment. The Unit Leader will also collaborate with FT Teen Program Coordinator who oversees the implementation of the schedule, curriculum, and programming across teen programs.

**Leadership Teen Staff**
The Leadership Teen Staff will work together to provide direction and supervision to ensure the physical and emotional well-being of the Leaders-in-Training (LIT) and Counselors-In-Training (CIT) program, the start of the Leadership progression at Camp Echo. Staff will live in traditional cabins with Leadership campers.

**Senior Counselor**
Senior Counselors will be assigned to work in either the Discoverers (3rd–6th grade) or Navigators (6th–8th grade) programs in Traditional Camp. Navigators counselors may also be assigned to work with Discoverers or Explorers (9th) as needed.

**Staff Wellness Specialist**
The Staff Wellness Specialist provides support to all the seasonal staff at Camp Echo throughout their time living on-site in the summer. They will assist in creating proactive self-care plans to help staff thrive throughout the summer and eliminate burnout. They will also be responsible for overseeing the communal staff spaces and off-site transportation support.

**Teen Program Specialist**
The summer Teen Program Specialist works with the Full Time Teen Program Coordinator to support and implement the general programming and logistics for the all Leadership & Wilderness teen programs, including off-camp outings. The Specialist also supports on camp programming for teens including high challenge course activities and Leadership and Wilderness Unit programs.

**Traditional Camp Program Assistant**
The Program Assistant works with the Full Time Registration & Program Coordinator to implement large camp programs on Traditional Camp: morning reflections, evening programs, Olympics, and theme days (like 4th of July). They will also support cabin group, camp activity scheduling, Discoverers rotations, and other Traditional Camp programming needs.

**Traditional Camp Unit Leaders**
There will be one Discoverers (3rd-6th) Unit Leader, and two Navigators (6th-8th) Unit Leaders. The Unit Leader’s primary role is to support the development of Traditional Camp counselors, providing resources to support group dynamics and leading engaging all-Unit programs during non-activity time. They will collaborate with the Inclusion team who supports individual campers’ needs to create a cohesive cabin group environment.

**Additional Title Changes (No major changes to responsibility)**
Adventure Trips Operation Unit Leader (Trip Logistics Specialist)
Clinic Specialist (Clinic Supervisor)
MESH Specialist (Youth Development Specialist/ Head Counselor)