



## Camp Social Worker Job Description

### Background

For over a century, Girl Scouts has been instilling generations of girls with the skills and knowledge to become young women of courage, confidence and character, to speak out and be leaders. Today, Girl Scouts of Greater New York (GSGNY) is delivering its message of empowerment and engaging more than 31,000 girls of every race, background and religion.

GSGNY's vision is a New York City in which every girl feels empowered to lead in her community, the workplace, and the world. GSGNY has become a hub for innovation within the broader Girl Scouts movement, presenting new ways to engage and inspire the next generation of young leaders. Recent program developments include:

- The expansion of its acclaimed Troop 6000 to all five boroughs of NYC – the program, which was created for girls living in the New York City shelter system – now serves 650.
- The launch of new STEM programs such as Girl Scout Robotics, Urban Day Camp, and Breaking the Code, to help young women acquire the skills and confidence needed for the modern workplace.
- The increasingly prominent role of our city's Girl Scouts in the public realm – from advocating to local officials for menstrual equity measures, to fundraising for the first-ever monument to women in Central Park.

Girl Scouts of Greater New York is growing. Guided by an ambitious strategic plan and its dynamic CEO, Meridith Maskara, GSGNY aims to expand its nearly \$10m in revenue so that it can reach more girls while continuing to serve as an innovating force within the national Girl Scouts network. To support this growth, the organization seeks seasonal camp staff who are committed to furthering our mission and vision.

### Position Description

The Camp Social Worker will be a resource for staff that require assistance dealing with children having difficulties at camp. They will work with campers that need emotional support and guidance. This position will also assist in providing a safe and nurturing environment for everyone, including staff members. They will also assist all staff in the coordination and care of the campers and daily camp life while being passionate about the mission of Girl Scouting and understanding the great impact camp can have on a girl.

## Responsibilities

- Keep open lines of communication with the Camp Director on a daily basis.
- Live on camp property for the duration of summer employment.
- Work with other leadership team members to carry out staff week training schedule.
- Teach specialized trainings during staff week on self-care, conflict resolution, behavior management, ages and stages of children, mental health, and how to effectively work with exceptional campers.
- Review personal information provided by parents and create an Individual Camper Plan (ICP) that will meet the required accommodations of campers with challenging behaviors; if necessary.
- Coordinate with Health Director and Head Cook to ensure all children with special dietary needs are accommodated
- Inform Camp Director of all serious situations involving violence, abuse, bullying or personnel issues.
- Intervene in any situation that will help to improve the quality of the relationships and experiences of campers and staff.
- Assure that behavior management techniques are correctly applied to conflicts with children when necessary.
- Report incidents and accidents to supervisor immediately.
- Consider community resources for support and guidance in dealing with issues that may arise.
- Keep the appropriate leadership staff informed on problems and concerns on an on-going basis.
- Be consistently available to campers and staff and actively focused on the needs of the camp community.
- Work with leadership team in placing staff appropriately into unit assignments.
- Work with leadership team to conduct nightly rounds of the camp property.
- Will share the responsibility, with the other leadership team members, for required on property weekend coverage.
- Report suspected child abuse to the appropriate authorities immediately and inform the Camp Director as soon as possible.
- Prepare a final report and participate in a camp debrief
- Help ensure that the camp is meeting ACA and NYSDOH standards.
- Demonstrate sound problem-solving techniques.
- Assist campers in emergency and crisis situations.
- Participates in all aspects of camp including staff week and post-camp.
- Comply with personnel policies.
- Work as a team player.
- Set a good example for campers and staff in terms of cleanliness, punctuality, manners, appropriate language, appropriate attire, etc.
- Subscribe to the mission and beliefs of the Girl Scouts of the USA by becoming a member if not already a member.

- Provide excellent customer service to other staff members, campers, parents, guardians, and other visitors to camp.
- Accept other responsibilities as deemed necessary by the Camp Director.

**Minimum Qualifications in accordance with ACA (American Camp Association), NYSDOH (New York State Department of Health) and GSUSA (Girl Scouts of the USA) standards:**

- Be at least 21 years of age.
- Be able to lift up to 40lbs.
- Masters in Social Work (MSW, LMSW, LCSW) Outside-of- school experience with troubled youth, certification in behavior management or conflict resolution.
- At least 2 years' experience working with children and or adolescence and demonstrated ability to effectively manage challenging behavioral situations with youth.
- Clearance through the Sex Offender Registry and Criminal Background Check for personnel file.
- Willingness to place the needs of girls and camp as a priority.
- Desire and ability to work with and relate to children and peers in an outdoor environment.
- The acceptance and understanding that employment is at a resident (overnight) camp and that therefore, work hours are irregular.
- Demonstrate sensitivity to the needs of campers.
- Demonstrate enthusiasm, sense of humor, patience, self-control and ability to adapt well to changing situations.
- Possess strength and endurance required to maintain constant supervision of youth.

**COVID Guidelines:**

The health and safety of our staff, girls and volunteer community is our highest priority. As such, the Girl Scouts of Greater New York (GSGNY) is requiring all newly hired, (and current) staff members to be fully vaccinated with an FDA authorized and/or approved COVID-19 vaccine as a condition of employment. Requests for reasonable accommodations for medical or religious reasons will be considered in accordance with applicable law.

**Preferred Qualifications**

- Master of Social Work or Licensed Clinical Social Worker
- Experience in a residential setting
- Prior camp experience and/or interest in the Girl Scout Camping program helpful

**Physical Demands**

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Ability to lift 40 pounds.
- Good health and stamina necessary to work in the camp setting.
- Ability to stand and/or walk for long periods of time while leading programming.

### Pay Range:

\$5,500 - \$6,500 for a 6-week season

### Required

A candidate must be available to attend ALL trainings as needed (June 25<sup>th</sup> – July 3<sup>rd</sup>) in preparation for the summer program as well as be available to work for the ENTIRE camp season and clean up (July 5<sup>th</sup> – August 16<sup>th</sup>). Additional certification classes may also be required. Those applicants who cannot attend these training dates will NOT be considered.

### To Apply

- Please go to <https://girlscoutsnyc.campbrainstaff.com> to apply.
- Questions? Contact Margeaux Sullivan at [msullivan@girlscoutsnyc.org](mailto:msullivan@girlscoutsnyc.org). Please include “**Camp Social Worker**” in the subject line of your e-mail. No phone calls please.

***The Girl Scouts of Greater New York are an equal opportunity and affirmative action employer.***

This job description should not be interpreted as all-inclusive. It is intended to identify the essential functions and requirements of this job. Incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description. Any essential function or requirement of this job will be evaluated as necessary should an incumbent or applicant be unable to perform the function or requirement due to a disability as defined by the Americans with Disabilities Act (ADA). Reasonable accommodation(s) for the specific disability will be made for the incumbent or applicant when possible.