



Job Title: 2026 Summer Camp Counselor

FLSA Status: Non-Exempt

Hours: Temporary Part time or Full Time

General Purpose: A Camp Counselor is enthusiastic, encouraging, and patient. Camp Counselors supervise and instruct campers entering grades 1-8 in week-long camp sessions where campers learn the fundamentals of climbing and deepen their problem-solving, teamwork, and social skills. Throughout each camp session, Camp Counselors lead instructional climbing lessons and teambuilding activities. Camp Counselors belay and support campers during their climbing and choice time. Every Camp Counselor is a people-person—they meet kids where they are and support both their climbing and personal growth. Camp Counselors are responsible for their campers' positive experience and well-being throughout the camp sessions.

Responsibilities/Essential Functions:

- Engage campers entering grades 1-8 in interactive activities including but not limited to climbing lessons, arts & crafts, teambuilding games, and field trips
- Belay and back-up campers and when conducting activities utilizing roped climbing walls
- Lead groups of campers in activities with a positive, fun, and outgoing attitude while acting as a good role model
- Cooperate and communicate with co-counselors, other Shaker Rocks staff, and families of campers to ensure safety and smooth logistical flow of camp sessions
- Manage the behavior of all campers in accordance with Shaker Rocks Discipline Policy
- Be here for the kids: maintain focus on the campers and uphold them as your highest priority
- Maintain a tidy and clean camp space to ensure safety
- Help shape the Shaker Rocks community culture
- Display a conscientious work ethic with strong interpersonal skills and a collaborative spirit
- Exemplifies the Core Values of Shaker Rocks
- Other duties as assigned

Minimum qualifications:

- Shaker Rocks belay certification (or willingness to obtain)
- Experience working with children

Facility Environment and Physical Demands:

- While performing the essential responsibilities of this job, the employee will be regularly required to ascend/descend climbing walls; sit in a harness; stoop, kneel, and crouch; walk up and down stairs; walk and stand on hard and soft and even and uneven surfaces; use both hands at the same time; reach overhead with arms; grip with hands; talk, yell,

and hear; use a computer and other office equipment such as a copier; use climbing equipment including but not limited to ropes, harnesses, quickdraws, belay devices and carabiners.

- The employee will regularly be required to lift and/or carry up to 25 pounds, and occasionally to lift and/or carry between 25 and 100 pounds.
- The employee will regularly be exposed to chalk and other airborne particles, loud noise, falling objects, and trip hazards.

Compensation:

- \$13/hour
- End-of-Summer Bonus available
 - Additional \$1 paid for every hour of camp worked
 - Given to those who work 6+ weeks of camp
- Professional development opportunities
- Shaker Rocks membership
- Pro shop discounts

Timeframe Agreement

- Due to the demands of scheduling, it is expected that all Summer Camp Counselors commit to working camp between the dates of June 8, 2026, and August 14, 2026. (There is no camp the week of June 29, 2026.) *Exceptions made for relevant school calendars.
- In addition to the week of June 29, each Summer Camp Counselor is permitted to take 5 days off from camp, presuming the request is made in writing at least two weeks prior to the requested vacation dates.