Sport Specialist: Camp Spark Position

Northwest Association for Blind Athletes provides life-changing opportunities through sports and physical activity to individuals who are blind and visually impaired. To learn more about our organization, visit www.nwaba.org.

Position Description

Reporting to the Camp Spark Directors or designated Camp Spark leadership, the Camp Spark Sport Specialist plans and delivers high-quality sport and recreation programming for campers who are blind or visually impaired. Sport Specialists provide instruction within assigned specialty areas while serving as mentors, coaches, instructors, and positive role models. They work closely with counselors, group leaders, and other Camp Spark team members to create a safe, inclusive, engaging, and meaningful camp experience.

Responsibilities

- Plan and implement instruction within assigned sport or specialty area(s).
- Develop and implement lesson plans for assigned sport and recreation activities.
- Adapt instruction and activities to meet the individual needs, abilities, and experience levels of campers.
- Lead small- and large-group sport and recreation activities.
- Mentor and coach counselors throughout the camp experience and complete assigned mentorship responsibilities.
- Assist group leaders and counselors with camper support as needed.
- Complete sport assessments for assigned area(s), as directed.
- Support campers with daily living skills, routines, and independence as appropriate.
- Assist with adaptive equipment setup, use, and care.
- Communicate respectfully and professionally with campers, families, partner agencies, and fellow Camp Spark team members.
- Participate fully in required training, orientation, planning, and camp activities.

- Complete other duties as assigned by Camp Spark leadership.

Required Expectations

- Set a positive example through respectful, responsible, and professional behavior.
- Adhere to Camp Spark policies, procedures, safety expectations, and standards of conduct.
- Complete required pre-camp planning, training, and communication in a timely manner.
- Demonstrate a strong level of knowledge and skill within assigned sport or specialty area(s).
- Refrain from possessing or using alcohol, tobacco, cannabis, or illegal recreational drugs during Camp Spark and all required training or orientation activities.
- Be at least 19 years of age.
- Have a bachelor's degree, be pursuing a degree in a related field, or have equivalent relevant work or volunteer experience.
- Successfully complete all required background checks, including a check of the National Sex Offender Registry, when applicable.
- Be able to participate actively in the camp environment for extended periods and perform the essential functions of the role, with or without reasonable accommodation.
- Demonstrate initiative, reliability, enthusiasm, and the ability to work both independently and as part of a team.
- Demonstrate strong oral and written communication skills.
- Receive, respond to, and implement feedback professionally.
- Have access to a laptop, computer, or tablet and be comfortable using required digital tools, including Microsoft Forms or similar platforms.

Desired Knowledge, Skills, and Abilities

- Experience leading or teaching recreation, sports, camp, youth, or community programs.

- Experience or demonstrated skill in one or more Camp Spark sport or recreation areas, which may include track and field, tandem biking, swimming, goalball, soccer, or other adaptive sports and activities.
- Experience working with individuals who are blind or visually impaired or with individuals with other disabilities.
- Professional, pre-professional, educational, or volunteer experience in visual impairment services, physical education, recreation, adaptive sports, youth development, or a related field.
- Ability or willingness to learn how to captain a tandem bike and safely support adaptive sports equipment.
- Current First Aid and CPR certification is preferred.

Camp Commitment

Sport Specialists are expected to commit to the full Camp Spark experience, including all required orientation, training, planning, and camp responsibilities. Specific camp dates, arrival and departure times, and annual logistics will be communicated during the application and selection process.

Compensation and Support

- A stipend may be provided based on the structure of the annual Camp Spark program, the individual's role and experience, and available funding.
- Room and board are provided during the required on-site Camp Spark commitment.
- Any additional travel or reimbursement information will be communicated during the application and selection process.

Application

- Complete the Camp Spark team application.
- Provide required professional references or recommendation materials, if requested.
- Participate in the Camp Spark interview and selection process.
- Complete any required screening, training, and onboarding steps before camp.

Questions: Camp Spark Team, campspark@nwaba.org