Camp Counselor: 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 Counselor works directly with campers who are blind or visually impaired throughout the residential camp experience. Counselors serve as mentors, coaches, instructors, and positive role models while supporting campers in sports and recreation, daily living skills, independence, friendships, and participation in camp life.

Counselors are responsible for the day-to-day support and supervision of a small group of campers and play an important role in creating a safe, inclusive, active, and memorable Camp Spark experience.

Responsibilities

- Work directly with approximately 3 to 4 assigned campers throughout all aspects of the Camp Spark experience.
- Provide appropriate supervision, support, encouragement, and mentorship to assigned campers throughout the day and during residential camp routines.
- Assist with the implementation of sports, recreation, and other camp activities through individual and small-group instruction.
- Support campers with daily living skills, routines, organization, and independence as appropriate.
- Encourage campers to participate actively, try new experiences, develop skills, and build confidence.
- Support campers in navigating the camp environment and transitioning between activities.
- Complete assigned sport and Expanded Core Curriculum assessments and other required camper documentation electronically.
- Assist campers with Camper Journals, surveys, reflections, and other assigned activities.

- Communicate relevant camper needs, successes, concerns, or changes to appropriate Camp Spark leadership and team members.
- Support the safe setup, use, transport, and care of adaptive sports and recreation equipment.
- 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

- Understand that Camp Spark is an immersive residential camp environment and counselors are responsible for camper support and supervision throughout the camp experience, including mornings, daytime activities, meals, evenings, and overnight responsibilities as assigned.
- Be prepared for long, active days and the physical and emotional demands associated with supporting youth in a residential camp setting.
- Be able to participate actively in sports, recreation, and camp activities for extended periods and perform the essential functions of the role, with or without reasonable accommodation.
- Be able to ride a bicycle safely and confidently.
- Be willing and able to learn the skills necessary to captain a tandem bicycle.
- 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.
- 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 18 years of age.

- Successfully complete all required background checks, including a check of the National Sex Offender Registry, when applicable.
- Demonstrate initiative, reliability, enthusiasm, patience, flexibility, 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.
- Be comfortable working closely with children and youth and maintaining appropriate professional boundaries.
- Have access to a laptop, computer, or tablet and be comfortable using required digital tools, including Microsoft Forms, Excel, or similar platforms.

Desired Knowledge, Skills, and Abilities

- Previous experience working with children or youth in camp, recreation, sports, education, mentoring, or similar settings.
- Experience leading or teaching recreation or sports activities.
- Experience with track and field, tandem biking, swimming, goalball, soccer, or other adaptive sports and recreation activities.
- Experience captaining a tandem bicycle is preferred.
- Experience working with individuals who are blind or visually impaired or with individuals with other disabilities is preferred.
- Educational, professional, or volunteer experience in visual impairment services, physical education, recreation, adaptive sports, youth development, or a related field is preferred.
- Current First Aid and CPR certification is preferred.

Camp Commitment

Camp Counselors are expected to commit to the full Camp Spark experience, including all required orientation, training, planning, and on-site camp responsibilities.

Camp Spark is an overnight residential camp. Counselors live on-site and are responsible for supporting campers throughout the camp experience. This is not a traditional eight-hour workday. Camp days are long and active, and counselors may have responsibilities during early mornings, daytime programming, meals, evenings, and overnight periods.

Counselors will receive scheduled breaks and time away from camper responsibilities as determined by Camp Spark leadership, but should expect Camp Spark to be an immersive, full-time commitment for the duration of camp.

Specific camp dates, arrival and departure times, schedules, 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 experience, and available funding.
- Room and board are provided during the required on-site Camp Spark commitment.
- Training and support are provided to prepare counselors for their responsibilities at Camp Spark.
- Any additional travel or reimbursement information will be communicated during the application and selection process.

Application

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

Questions: Camp Spark Team, campspark@nwaba.org