



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

CAMP MANITO-WISH YMCA – LEADERSHIP FACILITATOR

JOB OBJECTIVE: Facilitators work during our Spring, Summer and/or Fall seasons. Facilitators provide life changing experiences to Leadership Program participants during that time. The bulk of their work consists of in-camp facilitation with outside programs, designing and implementing social-emotional curricula for small groups who are on site for between 1 to 5 days.

MINIMUM QUALIFICATIONS:

1. Minimum of 18 years of age
2. Teaching, guiding or facilitation experience
3. Leadership experience (preferred)
4. Knowledge and skills (or willing to develop) in low and high ropes course facilitation
5. Desire and proven ability to positively interact, teach, and build outdoor and life skills (including confidence and self-esteem) with youth in wilderness and in-camp settings
6. Certified in First Aid and CPR (Certifications may be obtained through Camp Manito-wish prior to first day of work)
7. Certified in Lifeguard or Wilderness Water Safety (strongly preferred)
8. Good written and verbal communication skills
9. Good character role model able to demonstrate optimism, resilience, humility, empathy, awareness of self and others, resourcefulness, responsibility and adaptability

RESPONSIBLE TO: Program Director- Leadership Program

ESSENTIAL FUNCTIONS:

1. Able and interested in leading, living alongside, teaching and supporting participants (10-18 years old)
2. Comfortable and interested in outdoor living and outdoor activities
3. Ability to teach campers about outdoor living, program activities, and team initiatives as learned in staff training and previous experiences according to Camp Manito-wish policies and practices
4. Ability to facilitate and belay on a challenge course and climbing wall
5. Ability to effectively communicate, work independently and meet deadlines
6. Ability to effectively communicate and work with participants as related to age and skill levels, providing necessary coordination, instruction and appropriate supervision especially as it pertains to achieving development objectives and program risk management
7. Ability to observe participant behavior, assess its appropriateness, enforce safety regulations and emergency procedures, and apply appropriate behavior management techniques
8. Able and willing to accommodate and provide equitable experiences to diverse groups of people
9. Visual and auditory ability to identify and respond to environmental and other hazards
10. Physical ability to respond appropriately to situations requiring first aid, fire evacuation and illness
11. Ability to work outdoors in diverse weather conditions, while safety is a top priority, candidates should be prepared for exposure to varying weather conditions
12. Able to carry a 50 pound program equipment and supplies around the Camp property and between program areas as needed, especially for set up and break down of program areas
13. Able to carry a 55 pound canoe or up to 50 pound portage pack or backpack
14. Able to canoe, kayak or backpack for up to 8 hours in any given day
15. Able to stand and facilitate designated program area for up to 8 hours in any given day

SPECIFIC RESPONSIBILITIES:

1. Act on a team of leadership facilitators for the season, taking roles as both co-leaders and primary leader of groups
2. Facilitate a safe, educational, progressive and fun program and progressive group experience

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3. Facilitate single and multi-day in-camp experiential programming for groups of youth aged 10 - 18, including
 - Autonomously planning and running sequences of activities and processing in small groups of 5 – 12 students to achieve social-emotional outcomes and ensure growth
 - Facilitating and belaying on a low and high ropes course
 - Creating a physically and emotionally safe community environment
4. Lead trail groups of up to 6 participants on multi-day canoeing, backpacking and kayaking trips, including
 - Creating a physically and emotionally safe community environment
 - Facilitating participants' growth in technical and interpersonal skills
 - Managing behavior and emotional difficulties
 - Assessing and managing wilderness risk
 - Providing first aid care as necessary
5. Travel to offsite to locations within the region to deliver high quality programming for youth and/or adults
6. Be responsible cleanliness, organization, and management of the Leadership Program equipment and spaces
7. Maintain and be accountable for all Leadership Program equipment
8. Utilize and practice industry standard operations and risk management over the Program Areas, equipment, and programming
9. Provide appropriate repairs to Program Areas and equipment per skill and expertise
10. Submit maintenance requests as needed
11. Deliver program announcements for activities offered for the day
12. Assist in planning and coordinating of special events, activities and other programmatic components
13. Assist in aspects of participant experiences which include:
 - Responsibility for participant's safety and behavior management
 - Knowledge of Program Area, waterfront and large group game rules while
 - Knowledge of swimming rules while
 - Knowledge and implementation of risk management
 - Ability to provide support and direction
14. Monitor and display active, sincere concern for participants and staff throughout the session including their behavior, enjoyment, general hygiene and dress (appropriate and clean clothing for weather and activities)
15. Participate in all evening activities, opening/closing day events, and special activities
16. Become familiar with the use and applications of all items in the program first aid kit
17. Be familiar with emergency procedures
18. Provide direction to participants during emergency procedures, in both drills and implementation in case of emergencies
19. Complete detail (cleaning assignment) as assigned and assist in the stewardship of Camp- assist in detail and special projects around Camp and maintaining a high standard of cleanliness in the Manito-wish Leadership Center (MLC), bathrooms, workspaces, program areas, participant housing and staff housing
20. Take responsibility over assigned program area details
21. Complete all pre- and post-session paperwork including: inventories, lesson plans, program evaluations, planning paperwork, incidents and near miss reports
22. Submit an evaluation at the end each group and the end of each season as instructed by supervisor
23. Support other events at Camp including programming weekend, property projects and closing down Camp for winter
24. Alongside the maintenance team, complete projects such as; forest/brush maintenance, completing an initial clean of buildings, moving canoes and kayaks out of storage, ect
25. Actively participate in all training sessions
26. Attend each meal when not on time-off
27. "Cunot" - take responsibility for a cabin group during cabin activity periods, meals, and at night, as necessary
28. "Convoy" - act as camp representative on buses/vans bringing campers to and from camp at start and end of sessions, as necessary
29. Understand and commit to the Manito-wish Mission, Vision and Commitment Statements
30. Understand and commit to the YMCA core values of caring, honesty, respect, and responsibility
31. Understand and commit to all policies related to Child Abuse Prevention directed by Camp Manito-wish YMCA
32. Uphold rules and policies associated with Camp Manito-wish YMCA and support the group living experience
33. Able to maintain mental, emotional and social resiliency (such as handling stressful situations appropriately) needed for the job in a fast-paced, interactive environment
34. Perform other duties as assigned



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TIME OFF:

1. Schedules are made according to programming schedule
2. Any other time off at the discretion of the Program Staff Director or Program Director