

**Core Values**

Love Deeply • Host Graciously • Serve Intentionally

Glen Lake Camp and Retreat Center strives to create a Christian environment   
where authentic relationships are formed. Our mission is to make disciples of Jesus Christ   
for the transformation of the world.  
 **SUMMER STAFF 2020 • Behavior Specialist**

**Staff Purpose**: The Behavior Specialist seeks to lead and serve as a faithful part of God’s work in and through the ministry of Glen Lake. The Behavior Specialist serves on a ministry team dedicated and committed to a team approach to the ministry entrusted to us.

**Job Summary**: The Behavior Specialist position helps to lead the summer camp program by mentoring and leading the summer staff in any behavior management issues as well as working directly with any campers that require additional help i.e. Homesick, behavior, additional need. The position assists the Program Director in leading a successful summer camp program.

**Duties:** (include but not limited to)

* Provide behavior management with campers that require one on one discussion due to homesickness, behavior or additional needs.
* Act as a ‘buddy’ to campers that require assistance in having a successful week.
* Work with the Program Director in monitoring homesickness in campers
* Assist in delivering a summer camp program to campers
* Work with Cabin and Program staff to guide, mentor and facilitate conversation with campers that require additional help.
* Evaluate the success of the program and the development of the campers’ abilities and skills in various program activities
* Ensure camp staff and campers know and follow safety and educational procedures
* Assist in the implementation of safety procedures
* Ensure campers and staff follow safety procedures in all program areas
* Serve as a mentor to the support and cabin staff
* Perform nightly room checks for campers and staffers
* Evaluate when staffers need encouragement or a break from campers
* Maintain clear and positive written and verbal communication with all camp staff
* Participate enthusiastically in all camp activities, providing support and guidance to those assigned as leaders
* Participate as a member of the camp staff team to deliver and supervise evening programs, special events, and other all-camp activities and camp functions
* Provide ongoing program ideas

**Required Qualifications:**

* An active and growing faith in Jesus Christ, with a heart for ministry and a passion for serving others.
* Integrity and consistent work ethic
* A team-oriented servant attitude and the ability to relate well with others.
* Interpersonal communication and organizational skills
* Creativity and high energy particularly when implementing programs and activities.
* The ability to handle conflict in a respectful and professional manner
* Some college or at least 2 years out of high school
* Desire and ability to work with children and adults OUTDOORS

**Physical Aspects of the Position:**

* Ability to communicate and work with groups participating and provide necessary instruction to campers and staff
* Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior management techniques
* Ability to observe staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques
* Visual and auditory ability to identify and respond to environmental and other hazards related to the activity
* Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.

**Additional Physical Requirements:**

Some physical requirements of a program position could be endurance including standing, some bending, stooping, and stretching. Requires eye-hand coordination and manual dexterity to manipulate program equipment and program activities. Requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs. Willingness to live in a camp setting and work irregular hours delivering program in the facility available. Operate with daily exposure to the sun and heat and varying weather conditions.

The Behavior Specialist will adhere to the principles of confidentiality concerning the business of this ministry.