



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## METROWEST YMCA JOB DESCRIPTION

Job Title: **Seasonal Camp Character Specialist**

FLSA Status: Seasonal Full-Time Hourly

Reports to: Executive Director, Outdoor Center

Location: Outdoor Center, Hopkinton, MA

Salary: \$19 to \$22 per hour based on experience, qualifications, and background in youth development, education, social-emotional learning, and/or camp leadership

Seasonal dates: May 25, 2026 through August 30, 2026

### POSITION SUMMARY:

The MetroWest YMCA is seeking passionate, energetic, and relationship-driven individuals to serve as **Seasonal Camp Character Specialists** as part of our nationally recognized **Character at Camp Initiative**.

This role goes beyond traditional camp counseling. Character Specialists help intentionally weave the values of **Kindness, Integrity, and Resilience** into the daily camp experience while also helping extend those lessons beyond camp through meaningful family engagement and communication.

The Seasonal Camp Character Specialist works closely with camp leadership, staff, campers, and families to help create a camp culture where character development is visible, intentional, and celebrated. This individual will help integrate the values of Kindness, Integrity, and Resilience into camp activities, staff language, camper reflection, family nights, and family communications so that character growth continues long after campers leave for the day.

The schedule for this position may include occasional evening family events and attendance at camp-wide activities and celebrations.

### OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

### ESSENTIAL FUNCTIONS:

#### Camper & Staff Engagement

- Lead and support character-building activities, discussions, and reflection opportunities
- Help staff recognize and reinforce character "in action" throughout the camp day
- Support camp groups in creating inclusive, welcoming communities
- Encourage positive camper behavior through coaching, modeling, and relationship-building
- Facilitate moments of reflection tied to kindness, integrity, and resilience
- Assist with camp-wide recognition programs and character celebrations

#### Family Engagement & Communication

- Help design and support character-focused family nights and special events
- Create opportunities for families to participate in camp character initiatives together
- Assist in developing weekly family communication pieces that highlight character themes, camper growth, and conversation starters for home
- Help connect camp experiences to everyday life outside of camp
- Share positive camper stories and “character moments” with families when appropriate
- Support strategies that strengthen the partnership between camp and home

#### **Program Support**

- Collaborate with camp leadership on staff coaching and culture-building
- Assist with special events, leadership programs, and grant-related initiatives
- Help gather stories, feedback, and examples demonstrating program impact
- Serve as a visible role model for campers and staff throughout the summer

#### **QUALIFICATIONS:**

- Experience working with children, teens, or families preferred
- Background in education, psychology, recreation, communications, camp, youth development, or related fields encouraged
- Strong interpersonal and communication skills
- Ability to facilitate conversations and engage both children and adults
- Positive attitude, emotional maturity, creativity, and adaptability
- Passion for helping young people build confidence, connection, and character

#### **ABUSE RISK MANAGEMENT:**

Employees who directly supervise youth will:

- Adhere to policies related to boundaries with youth.
- Attend required abuse risk management training.
- Adhere to procedures related to managing high-risk activities and supervising youth.
- Report suspicious or inappropriate behaviors and policy violations.
- Follow mandated abuse reporting requirements.

#### **WORK ENVIRONMENT & PHYSICAL DEMANDS:**

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Employee must be able to sit and stand for extended periods of time, bend, and stoop.