Position: Counselor (Traditional Camp and/or Specialty Camp)

Dates: June 14 - August 13, 2027

Minimum Qualifications

- Must be at least 16 years old by the start of employment
- Desire and ability to work with children and adults in a busy camp setting
- Strong communication skills and ability to work collaboratively with peers
- Good character, integrity, and adaptability
- Enthusiasm, patience, and self-control
- Ability to accept supervision and feedback positively
- Reliable attendance and commitment to the full camp schedule (appointments should not interfere with work hours)
- Preferred: Experience supervising or working with children in a group setting

Reports to: Director of Summer and Auxiliary Programs

Note: CSW Summer is a cell phone-free work environment. Staff will not have access to their phone during working hours.

About the Role

At CSW Summer, Counselors play a key role in creating a joyful, inclusive, and caring camp community. They bring joy, patience, and creativity to camp each day, fostering strong relationships among campers and staff, encouraging meaningful connections, and ensuring every participant has a memorable and fulfilling experience.

Counselors are assigned to one of our camper groups for each session. Counselors oversee their groups throughout the day, ensuring campers' safety and whereabouts, helping them navigate their activity choices, and supporting efficient transitions according to the daily schedule. Behavior management, duties such as arrival and dismissal, and communication with the administrative team regarding campers are all part of the Counselor's role. And of course, promoting group bonding and ensuring each member of the group has fun each day is central to this role.

Specific Responsibilities

- Be at morning drop-off on time, dressed appropriately, ready to greet campers
- Maintain continuous accountability for campers from drop-off until the end of the contract day, providing a safe, engaging environment for all campers
- Lead recreational activities and create opportunities for community building
- Actively supervise transition times, group time, and lunch by providing clear, supportive direction to campers

- Guide campers to participate successfully in all aspects of camp life
- Assist specialists by participating enthusiastically in activities
- Support aquatics activities by assisting in the pool as needed
- Respond appropriately to camper accidents (including soiling) or personal care needs, taking necessary steps to provide for the camper's well-being
- Model appropriate attitude, punctuality, and sportsmanship
- Communicate promptly with the Director about safety or behavioral concerns
- Refrain from discussing non-camp topics (i.e. personal issues) during camp
- Respect confidentiality by refraining from sharing sensitive staff or camper information with others
- Attend staff meetings throughout the summer
- Lead by example, promoting inclusion and respect for differences among campers and staff
- Maintain a positive, professional, nurturing, and energetic attitude
- Communicate courteously with parents and guardians when appropriate
- Lead extended day activities on assigned days throughout the summer
- Support overall camp operations and complete all reasonable duties as requested by the Director, Health Staff, and other administrators
- Participate in all required pre-summer training and orientation sessions
- Assist in the camp clean-up process until 6:00 pm on the final day of camp

Essential Functions

- Communicate clearly and effectively with campers and fellow staff
- Observe camper behavior, assess appropriateness, and apply behavior management techniques as needed
- Enforce safety rules and respond appropriately in emergencies
- Visual and auditory ability to identify and respond to environmental and other hazards related to activities
- Possess strength and endurance required to maintain constant supervision of campers

About The Cambridge School of Weston

Founded in 1886, The Cambridge School of Weston (CSW) is a leader among America's progressive independent schools. Located just 12 miles from Boston, CSW is a day and boarding high school that challenges students to approach complex questions with creativity, curiosity, and courage.

Equal Opportunity Employer: CSW does not discriminate on the basis of race, color, religious creed, retaliation, national origin, ancestry, sexual orientation, gender, gender identity/expression, disability, mental illness, genetics, choice of health insurance, marital status, age, veteran status, or any other basis prohibited under applicable law. We encourage candidates who will contribute to and enhance our diversity to apply.