

Wisconsin Farmers Union

Job Descriptions

updated Jan 2023

COUNSELOR JOB DESCRIPTION

Summary:

Wisconsin Farmers Union is looking for summer staff/camp counselors who love being outside and who love kids. Our staff spend much of the summer outdoors and having fun while working, teaching, and learning together. Internship positions, especially related to agriculture, water/watershed education, diversity/equity/inclusion, and/or communications/media, can typically be designed to suit your needs. **THERE'S A POSSIBILITY FOR A SUMMER STAFF POSITION TO BE TURNED INTO A PAID INTERNSHIP POSITION.**

Salary:

\$425/ week or \$90/ day. Pay during training is \$375/ week. Room and board is included.

Essential Functions:

- Certified Sex Offender Registry and Criminal Background Checks are REQUIRED and will be completed for personnel files.
- Must be vaccinated from COVID-19, or be masked at all times if unable to be vaccinated.
- Be able to meet personal needs (bathing, toileting, dressing, diet management, etc.).
- Sleep in a non-air-conditioned, dormitory-style cabin (rustic, but with modern toilet/shower facilities) with up to 19 other individuals (total of 20 campers and staff) and fall asleep without assistance. (Numbers per cabin may be reduced, as appropriate, in accordance with the communicable disease risk management plan.)
- Be accommodated with multiple host families for extended overnight stays during outreach/events (for weeks of continuous travel).
- Move independently and function in outside environments that include direct exposure to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic conditions, and uneven surfaces.
- Communicate calmly, clearly, and effectively in a high-stress/emergency situation.
- Capable of maintaining effective mental, emotional and social interactions in our group-based, youth centered and community living program.
- Ability to maintain mental, emotional, and social resilience (such as handling stressful situations appropriately) needed for the job in a fast-paced, interactive environment.
- Ability to establish and maintain appropriate professional relationships and interpersonal skills (skills used to reduce stress, reduce conflict, improve communication, enhance intimacy, increase understanding, and promote joy).
- Ability to interact effectively with individuals and groups respecting social and cultural diversity and to maintain appropriate boundaries.
- Ability to use effective and appropriate self-care practices for maintaining overall wellness and capable of managing any chronic illness or condition (health care staff with minimum comprehensive first-aid certification is on-site).
- Ability to recognize and consider the needs of others (including campers and staff members) in daily interactions and decision-making.
- Must be willing to step in and step up when necessary, without having to be explicitly told what to do; self-reliant and supportive to all staff.
- Willing to step in when other staff need breaks.

Education and Competencies:

- High School Diploma or higher preferred
- Certified lifeguards encouraged to apply; certification may be made available to interested but non-certified hires.
- Current certification in First Aid and CPR or individual is willing to complete certification course during designated training day.
- Prior camp experience.

Communication:

- Excellent oral communication skills.

- Highly skilled at writing and presenting projects and activity plans.
- Must maintain confidentiality of sensitive and confidential information.

Qualifications:

- Experience, desire and ability to work with and relate to children and peers in an outdoor environment.
 - An interest in agriculture, the outdoors, cooperatives, and/or social justice and enthusiasm for sharing that interest with children is preferred.
 - Some knowledge and training in natural science is preferred.
- A sense of humor, creativity, and initiative.
- Desire and ability to work as part of a team.
- Willingness to abide by the policies and practices of the Wisconsin Farmers Union.
- Willingness to place the needs of campers and camp above personal desires.
- Good health and stamina necessary to work in the camp setting.
- The acceptance of irregular work hours.
- The acceptance and understanding that employment is at a resident (overnight) camp.

Commitment:

- Preparation and training begins June 4; position is live-in.
- Residential camp begins July 16 and ends August 16, with time off July 1-5. There will also be 2 weeks of day camps scheduled June 26-30 and July 10-13. Camp activities throughout the day & evening, with time off scheduled each day, with some work days longer or shorter depending on the camp and other responsibilities.

Work Environment:

- The work is performed on-site, almost exclusively outdoors at the organization's 23 acre camp facility, WFU Kamp Kenwood, on the Yellow River Channel/Moon Bay area of Lake Wissota, adjoining Lake Wissota State Park.
- Acceptance of irregular work hours.
- Acceptance and understanding that employment is at a resident (overnight) camp.

Physical Demands:

- This position requires the following physical activities: pushing, pulling, climbing, bending, stooping, kneeling, twisting, reaching, sitting, standing, walking, lifting, finger dexterity, grasping, repetitive motions, talking, hearing and visual acuity.
- Assist the campers in emergency situations.
- Able to lift and carry up to 50 pounds for short distances over uneven terrain in all weather conditions.
- Possess strength and endurance required to maintain constant supervision.
- Demonstrate sensitivity to the needs of campers.
- Demonstrate enthusiasm, sense of humor, patience, self-control and ability to adapt well to changing situations.
- Participate in structured and unstructured activities.
- Provides excellent customer service to other staff members, campers, parents and visitors to camp.
- Accept and follow directions both in verbal and written form.

The Wisconsin Farmers Union prohibits discrimination on the basis of race, color, religion, creed, national origin, ancestry, gender, gender expression, sexual orientation, family/parental status, age, disability, socio-economic or military status, in any of its activities or operations. These include employment, youth and adult programs, membership, selection of vendors, appointment of board members and selection of grantees, volunteers and representatives.

MINOR COUNSELOR JOB DESCRIPTION

Summary:

Wisconsin Farmers Union is looking for summer staff/camp counselors who love being outside and who love kids. Our staff spend much of the summer outdoors and having fun while working, teaching, and learning together. *Will be supervised by other staff members during camp, and cannot be alone with campers under any circumstances.*

Salary:

\$400/ week or \$80/ day. Pay during training is \$350/ week. Room and board is included.

Essential Functions:

- Certified Sex Offender Registry and Criminal Background Checks is REQUIRED and will be completed for personnel files.
- Must be vaccinated from COVID-19, or be masked at all times if unable to be vaccinated.
- Be able to meet personal needs (bathing, toileting, dressing, diet management, etc.).
- Sleep in a non-air-conditioned, dormitory-style cabin (rustic, but with modern toilet/shower facilities) with up to 19 other individuals (total of 20 campers and staff) and fall asleep without assistance. (Numbers per cabin may be reduced, as appropriate, in accordance with the communicable disease risk management plan.)
- Be accommodated with multiple host families for extended overnight stays during outreach/events (for weeks of continuous travel).
- Move independently and function in outside environments that include direct exposure to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic conditions, and uneven surfaces.
- Communicate calmly, clearly, and effectively in a high-stress/emergency situation.
- Capable of maintaining effective mental, emotional and social interactions in our group-based, youth centered and community living program.
- Ability to maintain mental, emotional, and social resilience (such as handling stressful situations appropriately) needed for the job in a fast-paced, interactive environment.
- Ability to establish and maintain appropriate professional relationships and interpersonal skills (skills used to reduce stress, reduce conflict, improve communication, enhance intimacy, increase understanding, and promote joy).
- Ability to interact effectively with individuals and groups respecting social and cultural diversity and to maintain appropriate boundaries.
- Ability to use effective and appropriate self-care practices for maintaining overall wellness and capable of managing any chronic illness or condition (health care staff with minimum comprehensive first-aid certification is on-site).
- Ability to recognize and consider the needs of others (including campers and staff members) in daily interactions and decision-making.
- Must be willing to step in and step up when necessary, without having to be explicitly told what to do; self-reliant and supportive to all staff.
- Willing to step in when other staff need breaks.

Education and Competencies:

- Must currently be a high school student, or under 18.
- Certified lifeguards encouraged to apply; certification may be made available to interested but non-certified hires.
- Current certification in First Aid and CPR or individual is willing to complete certification course during designated training day.
- Prior camp experience and/or interest in the Wisconsin Farmers Union camp program.

Communication:

- Excellent oral communication skills.
- Highly skilled at writing and presenting projects and activity plans.
- Must maintain confidentiality of sensitive and confidential information.

Qualifications:

- Experience, desire and ability to work with and relate to children and peers in an outdoor environment.
 - An interest in the outdoors, cooperatives, and/or social justice and enthusiasm for sharing that interest with

children is preferred.

- Some knowledge and training in natural science is preferred.
- A sense of humor, creativity, and initiative.
- Desire and ability to work as part of a team.
- Willingness to abide by the policies and practices of the Wisconsin Farmers Union.
- Willingness to place the needs of campers and camp above personal desires.
- Good health and stamina necessary to work in the camp setting.
- The acceptance of irregular work hours.
- The acceptance and understanding that employment is at a resident (overnight) camp.

Commitment:

- Preparation and training begins June 4 or promptly after high school classes end; position is live-in.
- Residential camp begins July 16 and ends August 16, with time off July 1-5. There will also be 2 weeks of day camps scheduled June 26-30 and July 10-13. Camp activities throughout the day & evening, with time off scheduled each day, with some work days longer or shorter depending on the camp and other responsibilities.

Work Environment:

- The work is performed on-site, almost exclusively outdoors at the organization's 23 acre camp facility, WFU Kamp Kenwood, on the Yellow River Channel/Moon Bay area of Lake Wissota, adjoining Lake Wissota State Park.
- Acceptance of irregular work hours.
- Acceptance and understanding that employment is at a resident (overnight) camp.

Physical Demands:

- This position requires the following physical activities: pushing, pulling, climbing, bending, stooping, kneeling, twisting, reaching, sitting, standing, walking, lifting, finger dexterity, grasping, repetitive motions, talking, hearing and visual acuity.
- Assist the campers in emergency situations.
- Able to lift and carry up to 50 pounds for short distances over uneven terrain in all weather conditions.
- Possess strength and endurance required to maintain constant supervision.
- Demonstrate sensitivity to the needs of campers.
- Demonstrate enthusiasm, sense of humor, patience, self-control and ability to adapt well to changing situations.
- Participate in structured and unstructured activities.
- Provides excellent customer service to other staff members, campers, parents and visitors to camp.
- Accept and follow directions both in verbal and written form.

The Wisconsin Farmers Union prohibits discrimination on the basis of race, color, religion, creed, national origin, ancestry, gender, gender expression, sexual orientation, family/parental status, age, disability, socio-economic or military status, in any of its activities or operations. These include employment, youth and adult programs, membership, selection of vendors, appointment of board members and selection of grantees, volunteers and representatives.

MEDIC JOB DESCRIPTION

Summary:

Wisconsin Farmers Union is looking for summer staff/camp counselors who love being outside and who love kids. Our staff spend much of the summer outdoors and having fun while working, teaching, and learning together. Internship positions, especially related to agriculture, water/watershed education, diversity/equity/inclusion, and/or communications/media, can typically be designed to suit your needs.

The medic will perform as part of the Leadership Staff team. They are responsible for ensuring the health and care of our campers during their stay at camp. No two days are exactly the same, from dispensing and recording medications to assisting with first aid, to taking time to join in on the camp activities.

Salary:

\$500/ week or \$100/ day. Pay during training is \$450/ week. Room, board, and food is included.

Essential Functions:

- Certified Sex Offender Registry and Criminal Background Checks is **REQUIRED** and will be completed for personnel files.
- Secures and provides appropriate access to all medications
- Completes Incident Reports and keeps a camp health log which at any time may be made available to the state health inspector.
- Manages care of minor injuries and ailments, advises regarding emergency care and/or contact the camp consulting physician as needed.
- Be able to meet personal needs (bathing, toileting, dressing, diet management, etc.).
- Sleep in a non-air-conditioned, dormitory-style cabin (rustic, but with modern toilet/shower facilities) with up to 19 other individuals (total of 20 campers and staff) and fall asleep without assistance. (Numbers per cabin may be reduced, as appropriate, in accordance with the communicable disease risk management plan.)
- Be accommodated with multiple host families for extended overnight stays during outreach/events (for weeks of continuous travel).
- Move independently and function in outside environments that include direct exposure to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic conditions, and uneven surfaces.
- Communicate calmly, clearly, and effectively in a high-stress/emergency situation.
- Capable of maintaining effective mental, emotional and social interactions in our group-based, youth centered and community living program.
- Ability to maintain mental, emotional, and social resilience (such as handling stressful situations appropriately) needed for the job in a fast-paced, interactive environment.
- Ability to establish and maintain appropriate professional relationships and interpersonal skills (skills used to reduce stress, reduce conflict, improve communication, enhance intimacy, increase understanding, and promote joy).
- Ability to interact effectively with individuals and groups respecting social and cultural diversity and to maintain appropriate boundaries.
- Ability to use effective and appropriate self-care practices for maintaining overall wellness and capable of managing any chronic illness or condition (health care staff with minimum comprehensive first-aid certification is on-site).
- Ability to recognize and consider the needs of others (including campers and staff members) in daily interactions and decision-making.
- Will assist in the planning of the camp agenda and/or staff training (based on experience).
- May reside in the staff cabin or camper cabin depending on needs from session to session.
- Will assist in training the staff (depending on experience).
- May manage the finances of the camp co-op store (depending on experience).
- Will be next in command as a liaison to other staff, helps solve problems that arise.
- Must be willing to step in and step up when necessary, without having to be explicitly told what to do; self-reliant and supportive to all staff.
- Willing to step in when other staff need breaks.

Required Education and Competencies (*one or more of the following*):

- A physician licensed in Wisconsin.
- A registered nurse licensed in Wisconsin.
- A physician assistant licensed in Wisconsin.
- A practical nurse licensed in Wisconsin.
- A national athletic trainers association certified trainer.
- An emergency medical technician or a paramedic.
- A person currently certified as completing the American red cross emergency response course.
- A person currently certified as completing the American red cross responding to emergencies course or equivalent.

Communication:

- Excellent oral communication skills.
- Highly skilled at writing and presenting projects and activity plans.
- Must maintain confidentiality of sensitive and confidential information.

Qualifications:

- Must document qualification to act as Camp Health Supervisor according to Wisconsin Administrative Code (MD, RN, PA, LPN or have completed EMS/First Responder/EMR/similar training), and may be combined with Waterfront Director/Lifeguard position if qualified
- Preferred familiarity with camp protocol and emergency procedures
- Ideally is combined with a summer staff position and assists as able, including working as outreach staff when camps are not in session.
- Experience, desire and ability to work with and relate to children and peers in an outdoor environment.
 - An interest in the outdoors, cooperatives, and/or social justice and enthusiasm for sharing that interest with children is preferred.
 - Some knowledge and training in agriculture and/or natural science is preferred.
- A sense of humor, creativity, and initiative.
- Desire and ability to work as part of a team.
- Willingness to abide by the policies and practices of the Wisconsin Farmers Union.
- Willingness to place the needs of campers and camp above personal desires.
- Good health and stamina necessary to work in the camp setting.
- The acceptance of irregular work hours.
- The acceptance and understanding that employment is at a resident (overnight) camp.

Commitment:

- Preparation and training begins May 28; position is live-in.
- Residential camp begins July 16 and ends August 16, with time off July 1-5. There will also be 2 weeks of day camps scheduled June 26-30 and July 10-13. Camp activities throughout the day & evening, with time off scheduled each day, with some work days longer or shorter depending on the camp and other responsibilities.

Work Environment:

- The work is performed on-site, almost exclusively outdoors at the organization's 23 acre camp facility, WFU Kamp Kenwood, on the Yellow River Channel/Moon Bay area of Lake Wissota, adjoining Lake Wissota State Park.
- Acceptance of irregular work hours.
- Acceptance and understanding that employment is at a resident (overnight) camp.

Physical Demands:

- This position requires the following physical activities: pushing, pulling, climbing, bending, stooping, kneeling, twisting, reaching, sitting, standing, walking, lifting, finger dexterity, grasping, repetitive motions, talking, hearing and visual acuity.
- Assist the campers in emergency situations.
- Able to lift and carry up to 50 pounds for short distances over uneven terrain in all weather conditions.
- Possess strength and endurance required to maintain constant supervision.

- Demonstrate sensitivity to the needs of campers.
- Demonstrate enthusiasm, sense of humor, patience, self-control and ability to adapt well to changing situations.
- Participate in structured and unstructured activities.
- Provides excellent customer service to other staff members, campers, parents and visitors to camp.
- Accept and follow directions both in verbal and written form.

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ASSISTANT CAMP COORDINATOR JOB DESCRIPTION

Summary:

Wisconsin Farmers Union Kamp Kenwood is looking for summer staff/camp counselors who love being outside and who love kids. Our staff spend much of the summer outdoors and having fun while working, teaching, and learning together. Internship positions, especially related to agriculture, water/watershed education, diversity/equity/inclusion, and/or communications/media, can typically be designed to suit your needs.

We expect that you will be responsible for supervising youth and staff, planning, facilitating and evaluating lessons and activities, working on other organizational projects as necessary, and assisting the Camp Director as needed in a live-in, residential summer camp setting and at off-site events around the state. You will have a combination of Assistant Camp Coordinator and Camp Counselor duties and therefore reside either in a camper cabin or in the Staff Cabin, depending on the session and need. You may also reside in shared accommodation at our office apartment when other lodging is not available. ***THERE'S A POSSIBILITY FOR A SUMMER STAFF POSITION TO BE TURNED INTO A PAID INTERNSHIP POSITION.***

Salary:

\$550/ week or \$110/ day. Pay during training is \$500/ week. Room, board, and food is included.

Essential Functions:

- Certified Sex Offender Registry and Criminal Background Checks is REQUIRED and will be completed for personnel files.
- Must be vaccinated from COVID-19, or be masked at all times if unable to be vaccinated.
- Be able to meet personal needs (bathing, toileting, dressing, diet management, etc.).
- Sleep in a non-air-conditioned, dormitory-style cabin (rustic, but with modern toilet/shower facilities) with up to 19 other individuals (total of 20 campers and staff) and fall asleep without assistance. (Numbers per cabin may be reduced, as appropriate, in accordance with the communicable disease risk management plan.)
- Be accommodated with multiple host families for extended overnight stays during outreach/events (for weeks of continuous travel).
- Move independently and function in outside environments that include direct exposure to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic conditions, and uneven surfaces.
- Communicate calmly, clearly, and effectively in a high-stress/emergency situation.
- Capable of maintaining effective mental, emotional and social interactions in our group-based, youth centered and community living program.
- Ability to maintain mental, emotional, and social resilience (such as handling stressful situations appropriately) needed for the job in a fast-paced, interactive environment.
- Ability to establish and maintain appropriate professional relationships and interpersonal skills (skills used to reduce stress, reduce conflict, improve communication, enhance intimacy, increase understanding, and promote joy).
- Ability to interact effectively with individuals and groups respecting social and cultural diversity and to maintain appropriate boundaries.
- Ability to use effective and appropriate self-care practices for maintaining overall wellness and capable of managing any chronic illness or condition (health care staff with minimum comprehensive first-aid certification is on-site).
- Ability to recognize and consider the needs of others (including campers and staff members) in daily interactions and decision-making.
- Will assist in the planning of the camp agenda and/or staff training (based on experience).
- May reside in the staff cabin or camper cabin depending on needs from session to session.
- Will assist in training the staff (depending on experience).
- May manage the finances of the camp co-op store (depending on experience).
- Will be next in command as a liaison to other staff, helps solve problems that arise.
- Must be willing to step in and step up when necessary, without having to be explicitly told what to do; self-reliant and supportive to all staff.
- Willing to step in when other staff need breaks.

Education and Competencies:

- Must be at least one year out of high school with proven competencies to lead and manage staff.

- Certified lifeguards encouraged to apply; certification may be made available to interested but non-certified hires.
- Current certification in First Aid and CPR or individual is willing to complete certification course during designated training day.
- Prior camp experience and/or interest in camp programs.

Communication:

- Excellent oral communication skills.
- Highly skilled at writing and presenting projects and activity plans.
- Must maintain confidentiality of sensitive and confidential information.

Qualifications:

- Experience, desire and ability to work with and relate to children and peers in an outdoor environment.
 - An interest in the outdoors, cooperatives, and/or social justice and enthusiasm for sharing that interest with children is preferred.
 - Some knowledge and training in agriculture and/or natural science is preferred.
- A sense of humor, creativity, and initiative.
- Desire and ability to work as part of a team.
- Willingness to abide by the policies and practices of the Wisconsin Farmers Union.
- Willingness to place the needs of campers and camp above personal desires.
- Good health and stamina necessary to work in the camp setting.
- The acceptance of irregular work hours.
- The acceptance and understanding that employment is at a resident (overnight) camp.

Commitment:

- Preparation and training begins May 28; position is live-in.
- Residential camp begins July 16 and ends August 16, with time off July 1-5. There will also be 2 weeks of day camps scheduled June 26-30 and July 10-13. Camp activities throughout the day & evening, with time off scheduled each day, with some work days longer or shorter depending on the camp and other responsibilities.

Work Environment:

- The work is performed on-site, almost exclusively outdoors at the organization's 23 acre camp facility, WFU Kamp Kenwood, on the Yellow River Channel/Moon Bay area of Lake Wissota, adjoining Lake Wissota State Park.
- Acceptance of irregular work hours.
- Acceptance and understanding that employment is at a resident (overnight) camp.

Physical Demands:

- This position requires the following physical activities: pushing, pulling, climbing, bending, stooping, kneeling, twisting, reaching, sitting, standing, walking, lifting, finger dexterity, grasping, repetitive motions, talking, hearing and visual acuity.
- Assist the campers in emergency situations.
- Able to lift and carry up to 50 pounds for short distances over uneven terrain in all weather conditions.
- Possess strength and endurance required to maintain constant supervision.
- Demonstrate sensitivity to the needs of campers.
- Demonstrate enthusiasm, sense of humor, patience, self-control and ability to adapt well to changing situations.
- Participate in structured and unstructured activities.
- Provides excellent customer service to other staff members, campers, parents and visitors to camp.
- Accept and follow directions both in verbal and written form.

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CAMP COORDINATOR JOB DESCRIPTION

Summary:

Wisconsin Farmers Union is looking for summer staff/camp counselors who love being outside and who love kids. Our staff spend much of the summer outdoors and having fun while working, teaching, and learning together. Internship positions, especially related to agriculture, water/watershed education, diversity/equity/inclusion, and/or communications/media, can typically be designed to suit your needs.

You will be responsible for helping to plan and implement staff training, support the Camp Director, stand in as the director when Camp Director is unavailable, and help facilitate and plan curriculum for the summer. You will be responsible for leadership in supervising youth and staff, planning, facilitating and evaluating lessons and activities, working on other organizational projects as necessary, and assisting the Camp Director as needed in a live-in, residential summer camp setting and at off-site events around the state. You may also reside in shared accommodation at our office apartment when other lodging is not available. **THERE'S A POSSIBILITY FOR A SUMMER STAFF POSITION TO BE TURNED INTO A PAID INTERNSHIP POSITION.**

Salary:

\$650/ week or \$130/ day. Pay during training is \$600/ week. Room, board, and food is included.

Essential Functions:

- Certified Sex Offender Registry and Criminal Background Checks is **REQUIRED** and will be completed for personnel files.
- Must be vaccinated from COVID-19, or be masked at all times if unable to be vaccinated.
- Be able to meet personal needs (bathing, toileting, dressing, diet management, etc.).
- Sleep in a non-air-conditioned, dormitory-style cabin (rustic, but with modern toilet/shower facilities) with up to 19 other individuals (total of 20 campers and staff) and fall asleep without assistance. (Numbers per cabin may be reduced, as appropriate, in accordance with the communicable disease risk management plan.)
- Be accommodated with multiple host families for extended overnight stays during outreach/events (for weeks of continuous travel).
- Move independently and function in outside environments that include direct exposure to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic conditions, and uneven surfaces.
- Communicate calmly, clearly, and effectively in a high-stress/emergency situation.
- Capable of maintaining effective mental, emotional and social interactions in our group-based, youth centered and community living program.
- Ability to maintain mental, emotional, and social resilience (such as handling stressful situations appropriately) needed for the job in a fast-paced, interactive environment.
- Ability to establish and maintain appropriate professional relationships and interpersonal skills (skills used to reduce stress, reduce conflict, improve communication, enhance intimacy, increase understanding, and promote joy).
- Ability to interact effectively with individuals and groups respecting social and cultural diversity and to maintain appropriate boundaries.
- Ability to use effective and appropriate self-care practices for maintaining overall wellness and capable of managing any chronic illness or condition (health care staff with minimum comprehensive first-aid certification is on-site).
- Ability to recognize and consider the needs of others (including campers and staff members) in daily interactions and decision-making.
- Will assist in the planning of the camp agenda and/or staff training (based on experience).
- May reside in the staff cabin or camper cabin depending on needs from session to session.
- Will assist in training the staff (depending on experience).
- May manage the finances of the camp co-op store (depending on experience).
- Will be next in command as a liaison to other staff, helps solve problems that arise.
- Must be willing to step in and step up when necessary, without having to be explicitly told what to do; self-reliant and supportive to all staff.
- Willing to step in when other staff need breaks.

Education and Competencies:

- Must be at least two years out of high school with proven competencies to lead and manage staff.

- Certified lifeguards encouraged to apply; certification may be made available to interested but non-certified hires.
- Current certification in First Aid and CPR or individual is willing to complete certification course during designated training day.
- Prior camp experience and/or interest in camp programs.

Communication:

- Excellent oral communication skills.
- Highly skilled at writing and presenting projects and activity plans.
- Must maintain confidentiality of sensitive and confidential information.

Qualifications:

- Experience, desire and ability to work with and relate to children and peers in an outdoor environment.
 - An interest in the outdoors, cooperatives, and/or social justice and enthusiasm for sharing that interest with children is preferred.
 - Some knowledge and training in agriculture and/or natural science is preferred.
- A sense of humor, creativity, and initiative.
- Desire and ability to work as part of a team.
- Willingness to abide by the policies and practices of the Wisconsin Farmers Union.
- Willingness to place the needs of campers and camp above personal desires.
- Good health and stamina necessary to work in the camp setting.
- The acceptance of irregular work hours.
- The acceptance and understanding that employment is at a resident (overnight) camp.

Commitment:

- Preparation and training begins May 28; position is live-in.
- Residential camp begins July 16 and ends August 16, with time off July 1-5. There will also be 2 weeks of day camps scheduled June 26-30 and July 10-13. Camp activities throughout the day & evening, with time off scheduled each day, with some work days longer or shorter depending on the camp and other responsibilities.

Work Environment:

- The work is performed on-site, almost exclusively outdoors at the organization's 23 acre camp facility, WFU Kamp Kenwood, on the Yellow River Channel/Moon Bay area of Lake Wissota, adjoining Lake Wissota State Park.
- Acceptance of irregular work hours.
- Acceptance and understanding that employment is at a resident (overnight) camp.

Physical Demands:

- This position requires the following physical activities: pushing, pulling, climbing, bending, stooping, kneeling, twisting, reaching, sitting, standing, walking, lifting, finger dexterity, grasping, repetitive motions, talking, hearing and visual acuity.
- Assist the campers in emergency situations.
- Able to lift and carry up to 50 pounds for short distances over uneven terrain in all weather conditions.
- Possess strength and endurance required to maintain constant supervision.
- Demonstrate sensitivity to the needs of campers.
- Demonstrate enthusiasm, sense of humor, patience, self-control and ability to adapt well to changing situations.
- Participate in structured and unstructured activities.
- Provides excellent customer service to other staff members, campers, parents and visitors to camp.
- Accept and follow directions both in verbal and written form.

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