



Variety the Children's Charity of Saint Louis Adventure Camp: Lead Counselor

Are you looking for a meaningful and fun experience that will have a profound impact on children and teens with special needs in the St. Louis community? Do you want to advance your leadership skills and lead a group of campers and counselors in creating an engaging, fun and safe experience? Do you thrive in changing situations and being a creative problem solver? Do you excel at creating and maintaining order and organization, all with a positive attitude and can-do spirit?

If this resonates with you, Variety the Children's Charity of St. Louis (Variety) is seeking talented Adventure Camp lead counselors to play a pivotal role in delivering impactful programs that drive our mission.

About Variety

Variety is dedicated to empowering children and teens with disabilities by providing access to vital medical equipment, therapy services, and innovative recreation and performing arts programs. Our Adventure Camp is specially designed for children and teens ages 4-20 with disabilities, offering opportunities to build friendships, explore new activities, and experience joy in a supportive environment.

Position Overview

Variety is seeking Lead Counselors for our Adventure Camp program. Lead Counselors are responsible for overseeing a group of campers and camp counselors while ensuring a safe, inclusive, and fun camp experience. This position is ideal for someone who enjoys working with children, has leadership qualities, and thrives in a team environment where problem solving, organization and collaboration are essential.

Key Responsibilities

- Supervise and support campers within an assigned group, always ensuring engagement and safety.
- Lead, manage, and support assigned counselors and volunteers.
- Monitor attendance of campers, staff, and volunteers; report updates to camp management.
- Implement and enforce camp rules, policies, procedures, and safety guidelines.
- Facilitate camper arrivals and dismissals, ensuring accountability and safe release to authorized guardians.
- Understand campers' individual needs and guide counselors in effectively engaging and managing behaviors and participation.
- Provide updates to camp management and families regarding camper activities and progress.
- Encourage social interaction among campers, staff, and volunteers.
- Assist counselors with daily responsibilities as needed, including but not limited to:
 - Swimming activities, including dressing/undressing and participation.
 - Diapering and toileting needs, if needed.
- Participate in daily camp setup, cleanup, and other assigned duties.
- Collaborate with camp management and the management specialist on additional tasks and responsibilities as needed.

Qualifications & Skills

- Minimum of 1–2 years of experience in recreational programming (e.g. camps, after-school programs, or similar).
- Strong written and verbal communication skills; ability to build positive relationships with campers, staff, volunteers, and families.
- Proven leadership ability with skills in motivating, organizing, and supporting others.
- Highly organized, detail-oriented, and able to multitask in a fast-paced environment.
- Flexible and solution-focused; able to respond calmly and appropriately in changing or challenging situations.
- Positive attitude, high energy, and sound judgment with patience and empathy.
- Ability to lift and transfer campers up to 49 lbs. and assist in two-person lifts for campers over 50 lbs.
- Ability to lift up to 25 lbs. of camp supplies and manage van loading/unloading.
- Willingness to participate in all camp activities

Requirements

- Attend mandatory Lead Counselor preparation meeting and assigned staff training session.
- Participate in a Q&A panel during at least one of the new staff training sessions.
- Arrive on time and check in/out daily with camp management or management assistant.
- Communicate appropriately with all staff, volunteers, campers, and families.
- Adhere to all camp rules, policies, procedures, and safety guidelines.