



Variety the Children's Charity of St. Louis

Adventure Camp: Specialist

Are you looking for a meaningful and fun summer experience that will have a profound impact on children and teens with special needs in the St. Louis community? Do you love teaching and leading activities that engage, excite and broaden a child's skills and experiences? Are you energized developing creative and personalized learning strategies and supporting each child's development? Do you excel at commanding a room and creating an atmosphere of fun and learning?

If this resonates with you, Variety the Children's Charity of St. Louis (Variety) is seeking talented Adventure Camp Specialists 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 Camp Specialists to serve as subject-matter leaders during our Adventure Camp program. Specialists may be asked to assist in the planning of the activities in accordance with their position. They will deliver high-quality activities while ensuring campers are safe, engaged, and encouraged to grow.

This is a leadership role. Specialists are not only teaching and facilitating activities, but they are also modeling excellence, guiding counselors in activity delivery, and creating a positive, structured environment where every camper can succeed.

Areas of Specialty

Variety is seeking Specialists with expertise in the following areas:

1. Arts & Crafts
2. Music
3. Sports
4. STEM
5. Generalist – Support across multiple specialty areas, filling in for other specialists, lead counselors, or counselors, wherever needed, and assisting with broader camp programming needs.

Key Responsibilities

- Collaborate with camp management to plan daily activities and coordinate supplies and logistics.
- Lead engaging, age-appropriate activities, according to the daily camp schedule, for all camper groups, ensuring participation and enjoyment.
- Adapt instruction to meet diverse camper needs and abilities, modifying activities when necessary.
- Serve as the point leader for your specialty area, providing guidance and support to counselors assisting in activities.
- Foster a fun, safe, and inclusive environment that promotes social skills, teamwork, and personal growth.
- Provide individualized or small-group instruction to enhance learning and camper outcomes.
- Manage group dynamics, redirect behavior when necessary, and model positive engagement.
- Support overall camp operations, including setup and cleanup.
- Implement and enforce camp rules, policies, procedures, and safety guidelines.
- Communicate updates on camper progress and activities to camp management, the management assistant, and families as needed.
- Assist with other job duties and camper needs, including but not limited to:
 - Swimming activities, including dressing/undressing and participation.
 - Eating meals and snacks.
 - Diapering and toileting needs, if needed.

Qualifications & Skills

- Education, training, or significant experience in a specialty area (degree, coursework, or 1–2 years of relevant work/volunteer experience).
- Experience working with children and/or individuals with disabilities preferred.
- Proven leadership skills with the ability to command a group, motivate participation, and model positive behavior.
- Strong organizational and planning abilities; comfortable managing activities, materials, and schedules.
- Excellent verbal communication skills and ability to engage with campers, families, staff, and volunteers.
- Flexible, solution-focused, and able to respond calmly and appropriately in changing or challenging situations.
- High energy, positive attitude, and the ability to demonstrate patience, sound judgement, and understanding.
- 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 assist with van loading/unloading.
- Assist with daily setup/cleanup.
- Ability to participate in all camp activities in all types of weather, including but not limited to extreme heat and rain.

Requirements

- Attend mandatory Specialist preparation meeting and assigned staff training session.
- Participate in a Q&A panel during at least one of the new staff training sessions.
- Ideally, be able to work all 6 weeks.
- Arrive on time and check in/out daily with camp management or the management assistant.
- Communicate appropriately with all staff, volunteers, campers, and families.
- Follow all camp rules, policies, procedures, and safety guidelines.