



HERMANN SONS LIFE CAMP

2027 Junior Counselor/Junior Staff (JC) Job Description

Position: Junior Counselor/ Junior Staff (JC)

Minimum Age: 17 years old

Location: Hilltop Camp, Comfort, Texas

Employment: Paid, seasonal summer position

Staff Training: June 6–12, 2027

Camp Season: June 13–July 24, 2027

Position Overview

The Junior Counselor (JC) position is designed for 17-year-olds who are ready to take the next step in camp leadership. Serving as a bridge between the Counselor-in-Training (CIT) program and becoming a full counselor at age 18, Junior Counselors are paid members of the camp staff who gain practical experience working with campers, supporting camp activities, and learning the responsibilities of camp leadership.

Junior Counselors work under the direction and supervision of experienced counselors, activity specialists, and camp leadership. They are expected to serve as positive role models, contribute to the camp community, and demonstrate the maturity, enthusiasm, and responsibility necessary for future leadership positions.

Essential Responsibilities

- **Camper Engagement:** Build positive relationships with campers, encourage participation, promote inclusion, and help create a safe, welcoming, and enjoyable camp experience.
- **Cabin Support:** Assist assigned counselors with cabin routines, cleanliness, camper organization, and daily activities.
- **Program Assistance:** Help prepare, organize, and facilitate recreational activities, special events, evening programs, and camp traditions under appropriate supervision.
- **Camper Safety:** Practice active supervision, follow established safety procedures, recognize potential concerns, and promptly report problems to supervising staff.
- **Teamwork:** Support fellow staff members, follow directions, communicate respectfully, and contribute to a cooperative and positive working environment.
- **Leadership Development:** Participate in staff training, accept feedback, develop practical counseling skills, and demonstrate increasing responsibility throughout the summer.





- **Camp Spirit:** Model kindness, respect, honesty, cooperation, good sportsmanship, and enthusiasm for the Hermann Sons Life Camp experience.

Qualifications and Expectations

Applicants must be 17 years old, demonstrate maturity and sound judgment, and have a genuine interest in working with children. Previous CIT experience is preferred but not required.

Junior Counselors must be willing to learn, accept supervision, work cooperatively with others, and participate enthusiastically in camp life. They must complete required staff training and follow all camp policies, including the Staff Code of Conduct, child protection procedures, and professional boundaries.

As developing staff members, Junior Counselors **will not serve as the sole staff member responsible for supervising campers** or independently lead activities requiring specialized certification or authorization. They must work within their assigned responsibilities and seek guidance whenever needed.

Employment Commitment

Junior Counselors are encouraged to commit to the full six-week camp season, although shorter commitments may be considered based on staffing needs and availability. All employment assignments, compensation, and schedules will be established by camp leadership.

Our Goal: To help Junior Counselors grow from enthusiastic campers and CITs into confident, capable, and caring future camp counselors, while making a meaningful contribution to the camp experience of every child.

[ONLINE JUNIOR STAFF APPLICATION](#)

Or

<https://forms.gle/azj1moBAwLfk1tKB9>

