



HERMANN SONS LIFE CAMP

2027 Summer Staff Job Description

Senior Staff | Camp Counselors | Activity Leaders

Location: Hilltop Camp, Comfort, Texas

Employment Type: Seasonal, residential summer camp

Staff Training: June 6–12, 2027

Camp Season: June 13–July 24, 2027

About Hermann Sons Life Camp

Hermann Sons Life Camp provides young people with opportunities to discover new interests, build friendships, develop confidence, and experience the traditions and spirit of summer camp.

Our program is built around three important pillars:

- **Adventure:** Encouraging campers to explore, try new activities, challenge themselves, and discover what they are capable of accomplishing.
- **Friends & Belonging:** Creating an inclusive community where campers build meaningful friendships, develop social skills, and learn to live and work cooperatively.
- **Camp Spirit:** Celebrating the traditions, values, enthusiasm, and shared experiences that make Hermann Sons Life Camp special.

Our summer staff members are at the heart of this experience. We seek enthusiastic, responsible, caring individuals who enjoy working with children and are committed to creating a safe, positive, and memorable summer.

Available Positions

Senior Staff and Camp Leadership

Senior Staff members provide leadership, supervision, and support for camp operations, programming, counselors, and campers. Depending on their assigned positions, responsibilities may include:

- Supervising, mentoring, and evaluating counselors and other staff.





- Coordinating daily camp operations, activities, and special events.
- Supporting camper behavior management, conflict resolution, and cabin life.
- Promoting staff teamwork, accountability, and a positive camp culture.
- Helping implement camp policies, safety procedures, and emergency protocols.
- Working closely with the Executive Camp Director and other leadership staff.

Senior Staff positions include Assistant Camp Director, Program Director, Head Boys Counselor, Head Girls Counselor, and Activity Director.

Camp Counselors (Ages 18+)

Camp Counselors are primarily responsible for the daily care, supervision, and well-being of campers. Counselors live and work alongside their assigned cabin groups and help guide campers through the camp experience.

Responsibilities include:

- Providing active supervision and ensuring camper safety.
- Building positive relationships and helping every camper feel included.
- Supporting daily cabin routines, personal hygiene, and cleanliness.
- Encouraging camper participation in activities and camp traditions.
- Helping campers navigate homesickness, friendships, and challenges.
- Participating in evening programs, special events, and camp activities.
- Modeling appropriate behavior, cooperation, and good sportsmanship.

Activity Leaders and Specialists (Ages 18+)

Activity Leaders help deliver engaging, age-appropriate programs that encourage campers to learn new skills, build confidence, and enjoy new experiences.

Responsibilities include:

- Planning, preparing, and leading assigned camp activities.
- Teaching skills and encouraging participation at different ability levels.
- Maintaining activity equipment and ensuring program areas are safe and organized.
- Following established activity safety standards and procedures.
- Working cooperatively with counselors and other activity staff.
- Assisting with cabin supervision and other camp responsibilities as assigned.

Activity areas may include sports, arts and crafts, outdoor living skills, nature, archery, swimming, challenge course, and other recreational programs. Certain positions require specialized training or certification.





General Responsibilities for All Summer Staff

Regardless of position, every Hermann Sons Life Camp staff member is expected to:

- **Put campers first.** Make decisions based on the safety, well-being, and best interests of campers.
- **Be a positive role model.** Demonstrate kindness, honesty, respect, responsibility, and good judgment.
- **Practice active supervision.** Remain attentive, engaged, and aware of camper needs and potential safety concerns.
- **Support a safe environment.** Follow child protection policies, professional boundaries, emergency procedures, and mandatory reporting requirements.
- **Work as a team.** Communicate respectfully, accept feedback, assist fellow staff members, and follow the direction of camp leadership.
- **Participate enthusiastically.** Bring energy, creativity, and a positive attitude to daily activities and camp traditions.
- **Be flexible.** Recognize that camp is a team environment where assignments and responsibilities may change according to program needs.
- **Maintain professionalism.** Follow camp policies concerning appropriate conduct, appearance, attendance, technology use, and staff-camper relationships.

Qualifications and Expectations

Successful applicants should demonstrate:

- A genuine interest in working with children and young people.
- Maturity, dependability, patience, and sound judgment.
- Strong communication and interpersonal skills.
- The ability to work cooperatively in a residential camp environment.
- Willingness to accept supervision, guidance, and constructive feedback.
- Physical ability to perform assigned duties and respond appropriately to camp activities and emergencies, with reasonable accommodation where applicable.
- Commitment to attending required staff training and fulfilling agreed-upon employment dates.

Previous camp experience is helpful but not required for all positions. Leadership experience, relevant certifications, and specialized skills may be required for certain assignments.

Employment and Training





Summer camp is a rewarding but demanding environment. Staff members work extended schedules, participate in daily camp life, and share responsibility for creating a positive experience for every camper.

Staff are expected to participate in required training before the arrival of campers. Residential staff are provided meals and lodging during their assigned employment periods. Compensation, specific schedules, time off, and individual responsibilities will be outlined in the employment offer and staff agreement.

All employment offers are subject to applicable screening requirements, including required disclosures, background checks, and completion of employment documentation.

Additional Position Information

This document provides a general overview of summer staff employment at Hermann Sons Life Camp. It is not a complete description of every responsibility, qualification, or employment condition.

Applicants who advance in the hiring process will receive additional information concerning their proposed position. A comprehensive job description, employment agreement, staff policies, and onboarding materials will be provided as part of the hiring and onboarding process.

Join Our Team!

Working at Hermann Sons Life Camp is more than a summer job. It is an opportunity to develop leadership skills, build lasting friendships, preserve camp traditions, and make a meaningful difference in the lives of young people.

Adventure. Friends & Belonging. Camp Spirit.

Help us make the summer of 2027 one to remember!

[SUMMER STAFF APPLICATION](#)

Or

<https://forms.gle/Y54QQX2P5gAEB96T9>

