



Improving Lives Through Bicycling

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Summer Camp Counselor

POSITION OVERVIEW

Under the general supervision of the Youth Programs Coordinator, and reporting to the Youth Programs Manager, the Summer Camp Counselor position provides instruction, supervision, leadership and coordination in Cascade's Summer Camps. Using the bicycle as the 'common denominator' throughout the summer, Camp Counselors foster and maintain a camp community of belonging, exploration, adventure and fun. Working with youth ages seven to 12, Cascade's Summer Camp Counselors should have a history of working with youth in diverse experiential learning environments. Ideal candidates will have applied knowledge and appreciation for adapting instruction to meet the needs of different learning styles, social identities, abilities and age ranges. Acting as role models, Camp Counselors will create learning communities dedicated to self-growth, leadership and community building among campers and staff alike.

This is a seasonal (temporary) full-time, non-exempt position. Summer Camps maintain a four to one ratio of staff to campers and camps are held outdoors.

This position includes field-based responsibilities. The Summer Camp Counselor is an experienced professional contributing to youth programming for Cascade Bicycle Club, a 501(c)(3) non-profit.

EDUCATION DEPARTMENT OVERVIEW

The Education Department is an eight-person team with representation on the senior leadership team. Cascade's education efforts encourage people to become lifelong riders by reaching them at all stages of life. Our education program is inclusive of all ages and abilities and reaches diverse communities throughout the state.

We strive to facilitate opportunities for students to become participants in communities of learning that foster empowerment and joy, where the bicycle is a tool for transformation. We commit to a spirit of continuous improvement in both our teaching practice and program development. We believe in the fundamental concept of inclusion and commit to serving all students well by making decisions that prioritize equitable access and support community goals.

CORE RESPONSIBILITIES

- Coordinate and lead daily logistics
 - Lead and facilitate daily activities, games and group rides
 - Develop and implement weekly lessons with the support of Head Counselors and the Camp Director
 - Ensure and uphold clear timelines for activities throughout camp programming

- Safety & risk management
 - Provide a nurturing, safe and fun environment for all staff and campers (emotionally and physically) throughout programming
 - Have a thorough understanding of the risk management protocol and where/when to use it
 - Respond to, report and document all safety incidents according to the risk management protocol
 - Resolve conflicts with campers and staff when they arise
 - Drive the Cascade vehicle to pick up campers or equipment during the camps day as needed
- Community building
 - Implement community building activities, reflections and discussions to enhance intrapersonal and interpersonal skills of campers and staff
 - Facilitate lessons and activities which challenge campers to expand their comfort zones around bicycling, friendship, leadership and self-identity
 - Pursue culturally responsive teaching practices through acknowledging, responding to and incorporating the cultural diversity of campers and families
 - Support Cascade initiatives around diversity, equity and inclusion
 - Act as a role model and mentor for campers, families and other staff
- Professional growth & development
 - Share unique experiences, talents, skills and stories to strengthen and enhance the Summer Camp Staff cohort
 - Critically assess, evaluate and share personal professional successes and areas for growth
 - Critically assess and evaluate peers on professional successes and areas for growth
 - Support the development of positive group learning and team environment for camp staff. Encourage positive communication, leadership and individual development through participation in team building and reflections
 - Provide written and verbal feedback (in the form of an evaluation) to peers, and Head Counselor(s)

TRAITS NEEDED FOR SUCCESS IN THIS ROLE

- Passion for youth development and educational equity
- A desire to learn and grow professionally
- Stamina, patience and attention to detail
- Optimism and flexibility
- Commitment to clear communication, authentic relationships and reciprocity

MINIMUM QUALIFICATIONS

- Experience working with youth, especially ages seven to 12
- Ability to ride a bike for extended periods of time with others
- Ability and desire to work with and learn from a tight cohort of co-educators
- Group management and facilitation skills
- Patience, punctuality and accountability
- Must be willing and able to work outdoors in the summer for hours at a time.
- Must be willing to complete a background check, including motor vehicle (driving) record.
- Must have a valid driver's license.

PREFERRED QUALIFICATIONS

- Experience and knowledge in conflict mediation and management, especially with youth
- Experiences in (and passion for) youth development and enrichment (including: intellectual, emotional and social growth)
- Interpersonal and intrapersonal superstar with strengths in cross-cultural community building
- Experience working in outdoor learning communities, for long hours, at high energy levels
- Knowledge and passion for bicycling
- Commitment to education equity through courageous youth programming and leadership
- CPR, First Aid or Wilderness First Responder certification a plus!

SCHEDULE DETAILS

- Candidates must be able to attend the mandatory staff training days: **June 24th - June 28th, 9am-5pm daily.**
- Candidates are **required to work all 7 weeks** of camp.
- Camp programming is held: **July 8th-August 23rd, 2019**
- Please visit: cascade.org/camps for programming dates.
- **Anticipated work schedule: Monday - Friday, 8:00am - 4:30pm.**

HOURLY WAGE

\$15/hour - First year hire

\$16/hour - Returning staff member

This is a seasonal (temporary), full-time, non-exempt position.

BENEFITS FOR THIS POSITION

- Free entry and guest pass on some Cascade rides.
- Beautiful office on the shores of Lake Washington with easy access off the Burke-Gilman Trail.
- Talented and passionate co-workers committed to our values: Diversity, Respect, Excellence, Balance, and Fun.
- Meaningful work making Washington state a better place for bicycling.
- Optional enrollment in employee-paid, supplemental insurance (health, dental, vision, short-term disability, critical care, cancer, and accident).
- Optional participation in organization's retirement plan with matching contributions to a 401(k) after a year of service.

TO APPLY

Submit a cover letter, resume, and contact information for 3 professional references **all in a single PDF document** to rachelo@cascade.org with "Summer Camp Counselor Position" in the subject of the email. Please mention how you heard about this opportunity.

This position is subject to reference checks and the completion of a background check. Cascade will consider qualified applicants for employment pursuant to the Seattle Fair Chance Employment Ordinance and Washington State Fair Chance Act.

Review of applications will begin immediately; position is open until filled. Target start date will be staff training, Monday June 24, with camps beginning Monday, July 8, 2019.

ABOUT THE ORGANIZATION

Cascade Bicycle Club, the nation's largest statewide bicycle nonprofit, is 15,000-members and 40-staff strong, and serves bike riders of all ages and abilities throughout the state of Washington. With a mission to improve lives through bicycling, we teach the joys of bicycling, advocate for safe places to ride, and produce world-class rides and events. Our signature programs include the Seattle to Portland, Connect Puget Sound, Free Group Rides, Basics of Bicycling and the Major Taylor Project. Learn more at cascade.org.

Cascade Bicycle Club is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered veteran status, political ideology, genetic information, marital status, or any other factor that the law protects from employment discrimination. We strongly encourage applications from people who have historically been underrepresented in the bicycle industry, advocacy and nonprofit work. Employment at Cascade is of an At-Will nature.