### **Overnight Team Lead (Male/Female)**

### **Job Description:**

The Overnight Team Lead is a leadership position responsible for overseeing, training, and supporting a team of Overnight Cabin Leaders to ensure the best possible cabin experience for campers. The Overnight Team Lead will collaborate closely with Cabin Leaders and the Camp Coordinator to create a positive, supportive, and safe environment for both campers and staff. This role involves providing mentorship, managing scheduling, handling challenging situations, and supporting the overall camp experience for staff and campers.

### **Key Responsibilities:**

* **Leadership & Team Support:**
  + Provide guidance and mentorship to Overnight Cabin Leaders
  + Support Senior Cabin Leaders in their oversight of Junior Cabin Leaders.
  + Serve as the primary point of contact for cabin leaders when dealing with difficult camper issues (homesickness, behavioral issues, cabin unity, etc.).
  + Lead daily team check-ins to provide information, support, and resources for staff.
  + Update Camp Coordinator weekly with how each of the staff are doing.
* **Scheduling & Logistics:**
  + Work with Camp Coordinator to pair senior and junior staff together in cabins each week.
  + Schedule staff meal breaks and activity breaks.
  + Plan and execute Gratis schedule for campers
* **Camp Activities & Camper Support:**
  + Facilitate and lead weekly overnight staff meetings and staff devotionals.
  + Engage with parents professionally and help address behavioral challenges, including making phone calls to parents to problem-solve when necessary.
  + Ensure that cabin facilities are maintained in a clean, organized, and safe condition throughout the camp session.
  + Work with Programs to facilitate smooth transitions in the schedule and MC for overnight program gatherings as needed.
  + Be available to help run activities and events as needed.
* **Training & Development:**
  + Work with the Camp Coordinator and the rest of the Seasonal Leadership Team to train new and returning overnight cabin leaders.
  + Participate in staff training and orientation, focusing on the specific needs and responsibilities of overnight staff.
* **Camp Administration:**
  + Send emails to hired overnight staff before they arrive, welcoming them and ensuring their paperwork is completed.
  + Maintain accurate records related to camper and staff behaviors, incidents, and other critical information.
  + Ensure compliance with camp policies, procedures, and safety protocols.

### **Qualifications:**

**Required:**

* Minimum of 18 years of age (or as required by local laws).
* Previous experience in a camp or youth leadership role, including experience in supervising or mentoring staff or peers.
* Strong interpersonal and communication skills, with the ability to build rapport with both staff and campers.
* Experience managing conflict, including addressing behavioral issues and homesickness in campers.
* Ability to work flexible hours, including evenings and weekends, as needed.
* Commitment to the mission and values of the camp, including creating a safe, supportive environment for all campers and staff.
* Current First Aid/CPR certification (or the ability to obtain before the start of the camp season).

**Preferred:**

* Experience in a leadership or supervisory role in a camp, youth organization, or similar setting.
* Previous experience with camper discipline and behavior management.
* Strong organizational skills, with the ability to manage multiple tasks and priorities simultaneously.
* Ability to lead and participate in staff devotionals and spiritual activities.

### **Working Conditions:**

* This position requires overnight shifts and a flexible schedule to accommodate the camp’s operational hours.
* Work is primarily outdoors in various weather conditions, with some indoor responsibilities.
* Some physical labor is required, including helping to maintain camp facilities and supporting cabin cleanup routines.