



Waterfront Lead

Job Description

Our summer camp vision is to love kids and share Jesus. Summer staff should have a committed and growing personal relationship with Jesus Christ. Staff are expected to be hardworking and responsible. Staff should be willing to serve in and outside of the following job description. Staff should contribute to a healthy staff community and not participate in gossip, exclusion, willful breaching of your employment agreement, etc. Staff should set an example that is positive, above reproach and looks for the best in others. Staff are expected to perform emergency and safety procedures as required and trained.

The Waterfront Lead is primarily responsible for ensuring that waterfront swimming areas and boating activities run smoothly, efficiently, and safely for all programs. Additionally, the Waterfront Lead directly supervises the Waterfront Team. Along with several year-round staff, they will train, supervise, coordinate, and care for the Waterfront Team. They will also work to carry out specific activity times and lead skills for 7th-9th grade campers with knowledge and creativity.

Specific Expectations

- Complete lifeguard, CPR, and first aid certification before arriving to camp or upon arrival onsite, as determined.
- Complete Wisconsin boating certificate.
- Know how to confidently lead waterfront activity areas, carry out Covenant Harbor lifeguarding practices, drive boats, and complete all Lost Swimmer safety procedures.
- Lead and supervise the Waterfront Assistant, Waterfront Team, and Jr. Waterfront Team, and communicate clearly with them as you offer guidance, correction, advice, and encouragement.
- Conduct personal and professional review conversations with other summer staff including the waterfront team.
- Attend First Word each morning during sessions.
- Complete administrative and organizational tasks.
- Oversee and maintain a clean, safe, and efficient waterfront. Maintain equipment and keep accurate logs.
- Drive boats, guard swimming areas, and supervise canoeing, sailing and paddleboarding.
- Know how to care for campers of all ages (kindergarteners through high school graduates) as well as those that are hesitant to water based activities.
- Be an expert on the rules and standards for each activity area, including an awareness of the age and swimming level requirements and mandated safety equipment for each activity.
- Work with your team to be creative and make the activities for each week fun.
- Coordinate with the Logistics Team on any guest group usage of waterfront activities.
- Manage your schedule and plan your daily tasks. Be early to the activities you are running and the team is prepared.
- Communicate with Program Leads and the Program Team to ensure that their and parent expectations regarding activities are being met and to improve campers' experiences as necessary.
- Be present and be ready to assist with setup and execution of games, sessions, and events when asked.

Requirements

- Be at least 20 years old by May 29, 2025.
- Be available to live onsite at Covenant Harbor from May 29-August 15, 2025.
- Experience and skills in interacting with elementary, middle school, and/or high school students, and leading peers.
- Interest, willingness, and ability to be lifeguard, CPR, first aid, and boat driving certified.
- Experience lifeguarding on a lake (highly preferred).
- Boat driving and pulling experience (highly preferred).
- Ability to pass a background check.
- Strong interpersonal, communication, and leadership skills.
- Must be able to participate in potentially strenuous physical activities.

Supervised by: Program Team and Logistics Team

Type of Position: Weekly starting rate of \$275 for working 9 weeks of summer camp including staff training.

Benefits: Meals and housing are included with compensation.

Time Off: Daily time off as well as 24 hours off each week. Weeks off available upon request.