



Waterfront Team Lead

Job Description: At Covenant Harbor, our mission is simple: **love kids and share Jesus.** The Waterfront Team Lead has one of the most critical roles in making this mission possible, creating a fun, safe, and Christ-centered environment for campers to enjoy the water while building confidence and experiencing God's creation. We are looking for staff who have a committed and growing relationship with Jesus Christ, who are ready to serve with humility, and who want to create a fun environment where campers feel valued, safe, cared for, and encouraged to know Jesus more.

Role Overview: Waterfront Team Lead ensures that all swimming areas and boating activities operate smoothly, safely, and with excellence. They also help lead skills for 7th–9th grade campers, support programming outside the waterfront, and build relationships with campers as cabin buddies in the evenings. Lifeguards will be expected to complete lifeguard, CPR, and first aid certification before arriving to camp or complete at Covenant Harbor before training. In addition, the Waterfront Lead will supervise and support the waterfront team.

Specific Expectations

- Live Out the Mission: Love campers wholeheartedly and point them to Jesus through your words, actions, and daily life in and outside of camp.
- Leadership & Supervision: Supervise and mentor the waterfront team. Support team with camper challenges, providing guidance and solutions. Conduct personal and professional review conversations with staff as needed. Be clear with communication, expectations, and standards.
- Lifeguard & Lead Activities: Guard swimming areas, supervise canoeing, sailing, paddleboarding, and boating, and lead skill-building sessions for campers.
- Prioritize Safety: Learn and implement Covenant Harbor lifeguarding practices and Lost Swimmer procedures; know all age and swimming level requirements, safety rules, and equipment needs.
- Operate Boats Safely: Obtain Wisconsin boating certificate and drive boats responsibly for lifeguards over the age of 18 (experience pulling tubes or water-skiers preferred).
- Maintain Equipment & Records: Keep waterfront equipment in excellent condition and ensure logs are accurate and up to date.
- Support Campwide Fun: Assist in setting up and running “big games” and special program events.
- Be Creative & Engaging: Work with your team to make each week's activities fun, unique, and memorable, and maintain punctuality in the schedule.
- Communication & Administration: Complete administrative and reporting tasks promptly. Keep the Program Team informed about needs or concerns.
- Support Overnight Counseling Team: Join overnight camp programs after waterfront is closed to assist the larger counseling team and deepen camper connections.
- Be able and willing: Go above and beyond even your own expectations and serve wherever is needed!

Requirements

- Be at least 20 years old by the beginning of your employment at Covenant Harbor.
- Be available to live onsite at Covenant Harbor for staff training plus all weeks of summer camp.
- Have experience and skills with elementary, middle school, and/or high school students.
- Interest, willingness, and ability to be lifeguard, CPR, first aid, and boat driving certified.
- Experience lifeguarding on a lake and boat driving and pulling experience (preferred).
- Ability to pass a background check.
- Must be able to participate in potentially strenuous physical activities.
- CPR and First Aid certifications are preferred, but not required.

Supervised by: Snake Road Team

Type of Position: Competitive weekly salary

Benefits: Meals and housing are included with compensation.

Time Off: Daily time off as well as 36 hours off each week. Weeks off available upon request.