**Job Title:** PAT - Camper Discipline and Guidance Coordinator

**Department:** Program

**Reports to:** Program Directors

**Position Summary:**

The Camper Discipline and Guidance Coordinator is responsible for supporting a positive and structured camp environment. Working alongside the program team, they will help ensure that there is respectful behavior among campers and guide camp leaders in consistent, compassionate discipline strategies. This role has a goal that campers receive guidance in a way that aligns with the camp’s values and goals.

**Specific Responsibilities:**

* **Support Camp Leaders:** Collaborate with program leaders to implement and keep positive behavioral expectations among campers. Provide coaching and support to leaders on effective discipline techniques.
* **Behavioral Guidance:** Observe and engage with campers in a timely manner to address behavioral concerns. Offer guidance to campers in handling conflicts, making positive choices, and learning respect for others.
* **Clear Communication with Staff:** Work closely with the program team and leadership to have a consistent understanding of behavior expectations, disciplinary actions, and values-based guidance methods. Support staff in carrying out these expectations with campers.
* **Parental Communication:** Assist in managing communications with parents regarding behavior incidents, providing updates when necessary and maintaining a supportive approach.
* **Conflict Resolution:** Step in to de-escalate camper conflicts and encourage positive interactions. Guide leaders in using restorative practices to address behavioral issues effectively.
* **Safety & Support:** Ensure a supportive environment for all campers by maintaining a balance between structure and compassion, prioritizing both camper development and safety.
* **Mentorship of Camp Leaders:** Offer feedback and mentorship to camp leaders on disciplinary practices, building confidence in their leadership skills as they interact with campers.

**Essential Qualifications:**

* **Commitment to Christian Values:** Strong personal faith and desire to model Christ-like behavior.
* **Experience with Youth:** Prior experience engaging with children or teens in youth programs or similar roles.
* **Effective Communication & Teamwork:** Clear communicator with a cooperative, positive attitude.
* **Adaptability & Problem-Solving:** Flexible, resourceful, and calm under pressure.
* **Commitment to Safety:** Prioritizes a safe and supportive environment for campers.
* **Physical and Mental Stamina:** Ready for the physical demands of camp life and able to maintain flexibility.

**Employee Review:**

I have read the above and understand that it is not an exhaustive statement of duties, responsibilities, or requirements. I understand that this description does not preclude my supervisor’s authority to add or change duties or responsibilities as needed to meet the ministry’s goals.

Staff’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_