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Essential Job Functions at GSHNJ Camps

For all positions, applicants must have:

- Emotional resiliency (handles stressful situations appropriately) and cognitive abilities (mental skills necessary) to carry out job responsibilities
- Capacity to work a variety of situations, including and not limited to, loud, large group setting, with high energy, both indoors and outdoors.
- Ability to exercise good judgment
- Ability to establish and maintain appropriate professional relationships
- Ability to maintain the privacy of information that may be shared with them
- Interpersonal skills (skills used to reduce stress, reduce conflict, improve communication, increase understanding, and promote happiness) to interact effectively with individuals and groups respecting social and cultural diversity and to maintain appropriate boundaries.
- Physical endurance to be on one's feet walking, bending, twisting, reaching above head, carrying items, in other words, being physically active for 4 continuous hours, the ability to walk up hills, and the ability to run or walk fast 1/8 of a mile without stopping
- Ability to read, write, understand and follow printed instructions in English
- Ability to work in a variety of outside weather conditions – heat, cold, humidity, wind, precipitation, lake and/or pool water, wooded areas and environmental factors associated with the out of doors.
- Personal skills, certifications, and experience to perform responsibilities in position(s) applied and/or hired for
- Ability to work as part of a team
- Attentiveness to details to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to
- Ability to lift and carry at least 20 pounds
- Understanding that other duties will be assigned as required, which may include but is not limited to:
    - Overall cleaning, daily kapers, organization of supplies, cleaning of bathrooms/latrines/port-a-johns, movement of equipment/supplies
    - Clerical or office work, including but not limited to record keeping and inventory
    - Duties that benefit the overall camp program before, during and after the season
    - Duties with the overall goal of leaving the site better than found

For all Directors, Supervisors, and Administrative Staff, applicants must have:

- Ability to assist campers and staff in an emergency (fire, evacuation, illness, injury)
- Possess strength and endurance required to maintain constant supervision of campers/staff in related area (office, kitchen, Health Center, program areas, camp)
- Ability to observe camper behavior, assess its appropriateness, and apply appropriate behavior-management techniques
- Possess visual and auditory ability to identify and respond to environmental and other hazards related to the camp program/program area/camp in general
- Ability to communicate with parents as needed
- Ability to use a personal computer
- Knowledge, ability and willingness to use excel, word, and camp registration program

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For all Unit Leaders, Counselors, Program Specialists, Lifeguards, and Assistants, applicants must have:

- Ability to assist campers and staff in an emergency (fire, evacuation, illness, injury)
- Possess strength and endurance required to maintain constant supervision of campers
- Ability to observe camper behavior, assess its appropriateness, and apply appropriate behavior-management techniques
- Possess visual and auditory ability to identify and respond to environmental and other hazards related to the camp program/program area
- Ability to communicate with parents as needed
- Ability to physically demonstrate techniques in camp program/activity/program area assigned
- Ability to stand, stoop, kneel, crouch, walk, reach, use hands/fingers (dexterity) and lift up to 10 pounds
- Ability to work in heat and frequently lift up to 25 pounds
- Dexterity and coordination to operate program, sport, janitorial, and/or kitchen equipment safely

For all Rangers, Kitchen Staff, Housekeeping and Maintenance Staff, applicants must have:

- Ability to perform strenuous manual labor involving lifting, carrying, and climbing
- Ability to stand, stoop, kneel, crouch, walk, reach, use hands/fingers (dexterity) and lift up to 60 pounds
- Possess visual and auditory ability to identify and respond to environmental and other hazards related to camp in general and janitorial and maintenance functions
- Upper body strength to mop for two continuous hours
- Ability to work in heat and frequently lift at least 25 pounds
- Dexterity and coordination to operate janitorial, maintenance, power tools, and/or kitchen equipment safely