



# San Joaquin River Parkway and Conservation Trust

## River Camp Head Counselor Position

### General Description

River Camp is a summer day camp program held along the San Joaquin River. The following programs have a Head Counselor position: **River Camp Adventurers at Scout Island, River Camp Academy at Sumner Peck Ranch and Sycamore Island (two programs serving local school districts), River Camp Rangers at Owl Hollow, and River Camp at Firebaugh.** For full descriptions of all the 2025 River Camp programs, please visit our [Pre-Application Information Guide](#), linked under [River Camp 2025 Staff Positions](#). Head Counselor applicants apply to all River Camp programs in general and may be offered a position at any of the programs or asked to work at multiple programs during the camp season. While we will ask about preferences during the interview process, placement at the indicated preferred program site is not guaranteed.

River Camp programs typically include environmental education, wildlife habitat exploration, swimming and canoeing, games, arts and crafts, songs, and free time. Specific activities and staff duties vary by program. River Camp programs are conducted entirely outdoors. Applicants should be physically capable of comfortably working outside for up to 8 hours each day. Training on safety, working with youth, and specific camp activities is provided during the training session. River Camp staff report directly to the respective River Camp Director and are responsible for conducting the daily activities at camp.

### HEAD COUNSELOR RESPONSIBILITIES & DUTIES

- Assist Camp Director in providing ongoing training on group management techniques, leadership development, and environmental education activities with counselors
- Assist Camp Director in bi-weekly evaluations of staff and brief weekly check-ins
- Provide AM & PM breaks for counselors
- In the event that a counselor is unexpectedly out, act as interim Counselor for that group
- Lead environmental education camp games and activities for groups of up to 40 campers
- Assist the Camp Director with miscellaneous daily or other activities as needed
- Assist with daily site set-up and clean-up

All positions assist with materials management and maintenance, site organization and cleanliness, and may be asked to perform other duties related to the daily implementation of camp programs by the respective Camp Director.

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## ESSENTIAL FUNCTIONS & QUALIFICATIONS

- Must have completed 1 year of college or equivalent time/experience working with children or working in environmental education
  - Prior River Camp Staff experience preferred
- Live Scan (electronic fingerprinting) and DMV report (if licensed driver) required upon hiring
  - *If hired for the River Camp Academy program with the Fresno Unified School District, additional fingerprinting through the school district will be required*
- Ability to maintain a positive learning environment
- Ability to work well with parents, other adults, peers, and children
- Ability to stand, stoop, kneel, crouch, walk, swim, use hands/fingers (dexterity) and lift up to 40 lbs
- Ability to work outdoors in heat (sometimes exceeding 110°F)
- Previous successful experience working with children
- Interest in the outdoors and water activities; experience with watercraft/canoes preferred
- High energy and a positive attitude
- Knowledge and/or appreciation of conservation and the natural world
- Spanish and/or Hmong language ability preferred

## TIME COMMITMENT

All River Camp Head Counselor staff **are required to attend at least 75% of staff training**. All staff will receive the date of July 4<sup>th</sup> off. Time commitments will vary at each individual program; information listed below may be subject to change. Staff may request a **maximum** of one-week personal time off (vacation, etc.) during the camp season, though requested time off may not be granted.

River Camp Young Explorers – 8:00 am – 1:00 pm, M-F, June 23<sup>rd</sup>-August 8<sup>th</sup>

River Camp Adventurers – 9:00 am – 4:30 pm, M-F, June 23<sup>rd</sup>-August 8<sup>th</sup>

River Camp Rangers– 8:15 am – 4:15 pm, M-F, June 23<sup>rd</sup>-August 8<sup>th</sup>

River Camp Academy - 8:15 am – 4:15 pm, dates TBD

River Camp at Firebaugh – 8:30 am – 4:30 pm, M-F, June 23<sup>rd</sup>-August 1<sup>st</sup>; additional days as necessary

Starting Rate: \$17.75/hour

## To Apply

- **New staff** applicants complete a brief Google Form ([click here to access](#)) to indicate their interest. After River Parkway Trust staff review each form, selected staff will be invited to attend a group interview, date TBD, prior to an individual interview taking place.
- Upon completion of the group interview select individuals will be invited to participate in individual, in-person interviews.

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- Physically or electronically submit a cover letter\* describing your skills as they apply to the listed Responsibilities and Qualifications, a resume, and a completed [Job Application](#). Please be sure to provide both a phone number and e-mail address for the references listed in the application.
- **Return staff** complete a job application, cover letter, and submit a resume. They do not need to fill out the Google Form or attend the group interview.

Applications may be submitted to:

San Joaquin River Parkway and Conservation Trust, Attn: River Camp  
11605 Old Friant Rd, Fresno, CA 93730

Or electronically with the subject line "River Camp Counselor Application" to Katie Kincaid at [kkincaid@riverparkway.org](mailto:kkincaid@riverparkway.org)

**Positions open until filled.**

*\*Please note: River Camp positions are extremely competitive. Please take a moment to review one of the many online guides [detailing how to write a cover letter](#) and [how to write a resume](#) before submitting your completed application packet.*

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