



Adventure and Connection Counselor Job Description

Position Title: Adventure and Connection Counselor

Department: Night Education

Reports Directly To: Night Operations Manager

Reports Indirectly To: Education Director

Directly Supervises: N/A

Date: 07.04.25

BACKGROUND

NorthBay Education is a non-profit organization providing large-scale, innovative, outdoor education programs to public school students from diverse backgrounds. Headquartered on the shores of the Chesapeake Bay in North East Maryland, NorthBay is the largest program of its kind, serving middle school students from Maryland and surrounding states. NorthBay's goal is to transform lives and inspire action by fundamentally changing the way students experience and engage in education. NorthBay programs provide experience-based education, emphasizing social emotional learning, leadership, math, science, language arts, and literacy, while simultaneously facilitating meaningful outdoor experiences and adventure. NorthBay delivers excellence in programming and service to set the national standard for experiential outdoor education.

NorthBay is seeking full-time **Adventure and Connection Counselors (NACC)** within the Night Education Department to work with middle school students in weekly residential learning experiences at the NorthBay campus. Programming is centered upon social-emotional learning themes, using the natural environment as a metaphor for learning about how our choices affect ourselves, the environment and our community. NACC staff are integral to leading the NorthBay program and are responsible for leading, connecting with, and teaching students on a weekly basis.

This position serves students and staff in the area of guest service & operations during evenings. Acts as a positive reinforcement to the camp experience for students and teachers in the areas of adventure, hosting and general needs. Connection Counselors assist with the daily camp program transition from school day programming to night activities and assist in our restorative discipline program (turnaround), helping students to "turnaround" bad decisions and move forward to be successful.

NorthBay is looking for highly motivated, independent individuals with a willingness and ability to learn new material and adapt quickly to changing environments/needs. High energy, dedication, enthusiasm, flexibility, organization, professionalism, and strong work ethic are required to be successful in this position. Successful candidates should preferably have experience working with children and should demonstrate a sincere aspiration to positively affect students' lives. Bilingual (Spanish) candidates are preferred.

· This position may be either seasonal Mid-August to late November and (March to Mid-June) or a permanent, 10-month, hourly position (Mid-August to Mid-June annually).



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Schedule is typically Monday - Thursday, 2:30pm- 11pm (32 hours weekly)

- Hourly rate is \$16.00
- NorthBay provides a comprehensive benefits package for permanent full-time positions including health, dental and life insurance, 401k matching contributions, tuition reimbursement, generous paid time off, performance bonuses and more.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Adventure and Connection Counselors will help guide students at NorthBay to have a memorable and amazing experience. They will lead activities for multiple groups during the afternoon then work as a counselor with an assigned student group during the evening. Additionally, Adventure and Connection Counselors will assist with large group management during lineups, dinner, activity times, and during the evening show. They will also serve as a constant role model for all NorthBay campers and staff

2:30pm-6pm

- Contribute to NorthBay's values of making everyone feel welcome on campus.
- Adventure and Connection Counselors will coordinate and teach creative camp activities and lessons during afternoon activity time for multiple student groups including but not limited:
 - hikes
 - arts and crafts
 - scavenger hunts
 - team building activities
 - high adventure elements
 - social emotional based activities
- Work with night operation employees, counselors, and other NorthBay departments, and visiting staff to ensure a safe and fun atmosphere for campers and guests.

6pm-11pm

During this time window adventure and connection counselors will supervise and connect with a cabin of +/-10 children from 6pm until the end of shift including dinner, NorthBay Live, cabin time, activity time and being actively and enthusiastically involved in all these activities.

- Contribute to NorthBay's values of making everyone feel welcome on campus.
- Be responsible for and promote the safety and well being of the cabin and fellow staff members.
- Supervision during dinner
- Help with dining hall cleanup with student groups
- Facilitate team building activities
- Supervision and group management during NorthBay Live



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- Facilitating night activities with these students including but not limited to the following: indoor climbing wall, gym games, night hikes, bon fire etc.
- Help assist campers and chaperones to cabins upon the completion of evening activity time.
- Supervision while students are getting ready for bed

Based on availability and demand, Adventure and Connection Counselors may be asked to stay in a cabin and provide supervision to their student group overnight.

QUALIFICATIONS: High School Diploma or GED

EDUCATION and/or EXPERIENCE: Experience with children and customer service is preferred.

SUPERVISORY RESPONSIBILITIES: None

LANGUAGE SKILLS:

Strong communication skills required, both verbal and written.
Spanish bilingual preferred.

LICENSES, CERTIFICATES, REGISTRATIONS: Preferred: CPR & First Aid; trained and certified to operate adventure elements by NorthBay Adventure Coordinator.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly required to talk or hear. The employee is frequently required to sit. The employee is occasionally required to stand; walk; use hands to finger, handle, or feel and reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate.