



Camp Counselor (Full-Time / Part-Time, Seasonal)

Kids Outdoor Sports Camp (KOSC) – Sonoma, California

Reports to: KOSC Camp Director

Season: June–August 2026 (on-site residency required during camp sessions)

Compensation: \$1,300–\$1,500 per week (commensurate with experience and qualifications)

Housing: Shared on-site cabin accommodations provided at Wing & Barrel Ranch

About Kids Outdoor Sports Camp

Kids Outdoor Sports Camp (KOSC) is a 501(c)(3) nonprofit organization dedicated to teaching youth ages 9–17 the values of outdoor safety, conservation, and responsible recreation through hands-on experiences in hunting, fishing, archery, and wilderness skills.

Our mission is to foster a lifelong respect for nature, teamwork, and personal growth through safe, structured, achievement-based programs — creating unforgettable outdoor experiences and skills that last a lifetime.

Position Summary

Camp Counselors serve as primary leaders and mentors for KOSC campers. This role combines youth leadership, supervision, and program support while ensuring a safe, enriching, and mission-aligned camp environment.

Counselors work closely under the direction of the Camp Director to guide campers through skill development, achievement progression, and personal growth.

Key Responsibilities

Program Leadership

- Ensure effective delivery of all camp programs in alignment with KOSC's mission and safety standards.
- Collaborate with instructors and volunteers to create age-appropriate, values-driven outdoor education experiences.
- Track camper progress within program areas and assist with achievement-level advancement.
- Support camp logistics, scheduling, equipment organization, and special events throughout the season.

Supervision & Development

- Foster a positive, respectful, and team-oriented camp culture that promotes staff professionalism and camper engagement.
- Participate in staff meetings, safety briefings, and professional development sessions.
- Mentor and support Counselors-in-Training (CITs), when applicable, helping prepare them for future leadership roles.

Camper Safety & Risk Management

- Ensure the safety and well-being of campers and staff in accordance with KOSC policies and direction from the Camp Director.
- Participate in emergency preparedness and safety training.
- Be willing to receive training in firearm safety and other camp-specific skills.
- Immediately report any incidents, concerns, or safety issues to the Camp Director.

Staff & Community Relations

- Conduct yourself as a professional leader at all times, showing respect to fellow staff, volunteers, and Wing & Barrel Ranch personnel.
- Represent KOSC positively with parents, sponsors, and members of the outdoor education community.
- Promote KOSC's mission and values within the broader community.

Qualifications & Requirements

- Previous experience working with youth in an outdoor or camp setting preferred.
- Strong communication skills and ability to work collaboratively within a team.
- Willingness to participate in pre-camp training and professional development.
- Ability to work long hours in variable weather conditions and perform physically demanding tasks.
- Commitment to KOSC's core values of safety, conservation, and youth development.
- Must pass a background check and reference screening.
- Current First Aid and CPR certification required (training may be provided).
- Firearm and/or archery instruction experience preferred (training and certification may be available).
- Must reside on-site during assigned camp sessions and ideally commit to the full summer season.

Physical & Work Environment

This position requires extended outdoor activity, including walking on uneven terrain, lifting up to 50 pounds, and working long hours in summer conditions. Work is performed at a rural camp facility with shared on-site lodging provided.

Equal Employment Opportunity

KOSC is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Employment decisions are based on merit, qualifications, and organizational needs without regard to race, color, religion, sex, gender identity or expression, national origin, age, disability, veteran status, or any other protected status under applicable law.

Application Process

To be considered for this position, applicants must complete both steps below:

Step 1: Complete the online application form through our website:

<https://www.ultracamp.com/forms.aspx?idCamp=1101&campCode=KOS&idF=42701>

Step 2: Submit a resume and brief cover letter describing your relevant experience and alignment with KOSC's mission to: ✉ info@kidsoutdoorsportscamp.org

For questions about the position, please contact:

📞 Glennon Gingo at 808-960-9348

Applications will be reviewed on a rolling basis until the position is filled.

Please note that in order to complete the form, you must either create a new account or log in to an existing one.

- Establishing an account is essential for several reasons: it allows us to securely store important data for future reference, streamlines the background check process, enables you to easily resume any unfinished forms, and provides KOSC with a clear record of your previous participation in our camps.