



## About Austin Sunshine Camps

Founded in 1928, [Austin Sunshine Camps](#) (ASC) provides FREE overnight camp for youth who qualify for free/reduced lunch or are in foster care. We believe in the power of summer camp, and we believe that your ability to go to camp shouldn't be determined by how much money your family makes.

Camp is held for four sessions of ten days and nine nights each. All eight year old and some nine year old campers will spend seven days and six nights at camp. Staff in eight-year-old cabins will still work the full ten-day camp session. Summer staff members live on site for the duration of each camp session. On the afternoon of day ten, after campers have departed, staff members participate in training and camp cleanup, and then have four days off before the next session starts.

ASC has two beautiful, unique camp locations:

- Located in the beautiful Turkey Bend Recreation Area in Marble Falls, [Lake Travis](#) (LT) offers a rustic setting for up to 55 campers each session, **ages 12-15**. Campers have the opportunity to swim in the lake, explore the hill country, play a variety of sports and games, experience our high ropes course and more.
  - Be sure to watch our [Lake Travis Camp video](#)
- [Zilker Lodge](#) provides an amazing urban oasis for up to 80 campers each session, **ages 8-11**. Campers have the opportunity to explore Zilker Park, canoe on Lady Bird Lake, hike on the Greenbelt, make a variety of crafts, experience our challenge course and more.
  - Be sure to watch our [Zilker Camp video](#)

## *Camp Counselor & Lifeguard (Zilker Location Only)* *(dual role)*

### About The Role

For Summer 2025, we are only hiring Lifeguards at our Zilker Park Location. Camp Counselors & Lifeguards hold the same responsibilities as a general camp counselor, but will spend specific parts of the schedule solely focused on water activities.

We are looking for candidates with a passion for empowering youth, who possess problem-solving skills, flexibility, experience working with children, positivity, high energy, and grit!

Camp Counselors are the reason campers will have the time of their life at camp, and Lifeguards ensure the safety of all campers and staff in all waterfront activities at Barton Springs and Lady Bird Lake.

Camp Counselors strive to bring the best versions of themselves to camp every single day, creating a sense of awe amongst their campers with their energy and joy. Camp Counselors are the guiding force for our camper's time at summer camp. At Austin Sunshine Camps they are passionate about fulfilling our vision for each one of the kids in their cabin. In short, Camp Counselors bring the MAGIC of camp to ASC!

Lifeguards ensure that campers have a safe and fun experience in the water during the heat of a Texas summer, giving kids and staff members an opportunity to safely have fun in the water while creating memories with one another.

Under the supervision of the Program Coordinator(s), Camp Counselors help to implement all camp activities while supervising youth, and are crucial to our success at Austin Sunshine Camps!

Counselors are key players in ensuring campers aged 8-11 have the absolute best camp experience possible. Our typical counselor-to-camper ratio is 1 counselor for every 3-4 campers, with a Counselor-in-Training (CIT) providing support in the cabin each session. The main role of our Camp Counselors, along with a co-counselor, is to be in charge of the experience, well-being, and needs of a cabin of campers, 22 hours a day, for ten days and nine nights.

Counselors for 8-year-olds will work seven days and six nights as a live-in camp counselor and support where needed for the remaining three days of camp.

The best Camp Counselors focus on building relationships with their campers and ensuring their campers feel safe, supported and empowered. They help campers resolve conflict with each other restoratively, support campers in building skills in emotional regulation and give campers intentional freedom and choice.

The Camp Counselor and Lifeguard's job involves, but is not limited to:

- Lifeguarding
  - Obtain a Lifeguard Certification (includes deep water) from a nationally recognized organization (ex: Red Cross or YMCA) before April 1st, 2025
  - Lifeguard during assigned waterfront activities (swim time and canoe night)
  - Enforce all water safety policies and procedures with campers and staff
- Programming
  - As provided by the Assistant Camp Director, follow the assigned daily and session schedules
  - Lead or play an assigned role in the implementation of daily activities, programs and events
  - Lead or participate in Team Contests, Tracks, and Free Choice Activities
  - Play a role in the implementation of evening events
- Administrative duties
  - Manage camper mail for your cabin
  - Complete incident and behavior reports
  - Track inventory for assigned activities, programs, and events
  - Ensure campers and staff members wear appropriately sized lifejackets while participating in water activities
- Oversight and Supervisory Responsibility
  - Actively supervise campers in all areas of the camp schedule, including overnight
  - Ensure adherence to ASC's Policies, health department, and American Camp Association standards
  - Balance the responsibilities of authority, safety and fun when interacting with staff and with campers
  - Have routine conversations with each individual camper in your cabin and activities
  - Evaluate campers' well-being and provide coaching and tools for improvement
  - Facilitate crucial conversations with campers, as needed
- Other duties as assigned

Camp Counselors may also use their work during the summer for college internship credit (and will still be paid at the counselor rate), and will work with their supervisor to ensure they receive college credit.

**Summer Start Date:** May 25th **Summer End Date:** July 31st

#### **We're Excited About You Because**

- You believe in the mission of Austin Sunshine Camps, and you genuinely want to make a positive, lifelong impact on a young person's life, any of whom could be the next city council member or business owner in Austin
- You are 18 years or older AND have a GED or High School Diploma
- You have strong communication, interpersonal, and leadership skills
- You have at least 1 year of experience with camp, youth development, and/or outdoor programs (preferred)
- You are able to pass a national criminal background check
- You are able to attend and pass a nationally recognized Waterfront Lifeguard training course that includes deep water by **April 1st 2025 (reimbursed by ASC during your first week)**. This includes:
  - A 200-yard swim using front crawl or breaststroke, a 2-minute tread using legs only and the ability to retrieve a 10-lb dive weight from 7ft deep, surface and swim 20yds with the weight, using legs only and exit the pool without using a ladder within 100 seconds.

#### **You're Excited About Us Because**

- Stipend of \$76.92-\$82.69/day, (~\$4,000 for new staff and \$4,300 for returning staff for the full summer), pre-tax, plus all meals/snacks provided while camp is in session
  - Compared to a Camp Counselor, lifeguards make an **additional \$1,000** for the full summer
- Free lodging (at Zilker Lodge), including 4 days off in between camp sessions
- You will not find another job that gives you the opportunity to lead such a diverse group of campers
- You want to have a memorable summer full of fun, memories, and personal and professional growth

#### **Things To Know**

- Grit, resilience and flexibility are absolutely essential for success in this position, and any summer camp position
- Summer camp hours are long, and situations can occur at any time, including the middle of the night

- You will have to work **hard** in this job - probably harder than any other job you will ever have, while balancing many different responsibilities and the needs of many staff members and campers - but if you persevere, you will make a lifelong impact on the lives of campers and staff
- You will encounter trauma during the summer, and you will play a substantial role in helping campers and staff members overcome and process difficulties, and develop resilience and coping skills

To apply, visit <https://ascstaff.campbrainstaff.com/>

*We at ASC committed to creating a culture of inclusion and connection. We are able to grow and learn better together with a diverse community of families, campers, staff members, volunteers, and other stakeholders. The collective sum of the individual differences, life experiences, and knowledge we all bring makes us better as an organization. We respect and welcome the unique contributions that you bring in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran's status, color, religion, disability, sexual orientation and beliefs.*