

CABIN COUNSELOR HIRING PACKET 2027

CAMP GRANITE Lake

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A LETTER FROM THE CGL DIRECTOR TEAM

Dear Potential Camp Granite Lake Staff Member,

We're honored that you are considering a position at Camp Granite Lake! Working at camp is a unique experience that is fun, rewarding, and challenging. We all step away from technology and build meaningful connections with nature and each other.

Because camp is both a workplace and a community, it's important that the fit between staff member and camp feels right for you and us.

Here are the values that guide us and are the foundation of our program:

- Community & belonging: Summer camp hasn't always been known for being diverse, but we are working to make it more accessible and welcoming for staff and campers from a variety of backgrounds.

- Caring deeply & respect: Words and actions matter. We expect staff to treat each other and campers with respect, including using people's chosen names and pronouns. We don't tolerate language or behavior that demeans others.

- Inclusion: Some of our campers and staff identify as part of the 2SLGBTQIA+ community. We support them fully, including in housing arrangements that match the gender where they feel most comfortable.

- Health & safety: All members of the camp community are required to be fully immunized, and for staff, that includes at least one COVID vaccine in the past.

- Learning, growth, and grace: Everyone comes to camp with different experiences and perspectives. We know mistakes will happen. What matters is that people are open to learning, asking questions, and moving forward. At CGL, we believe in "calling people in" — offering support and conversation — rather than "calling people out" in ways that shut others down, and having grace when people have good intentions, but don't get it quite right.

We will be doing this work together, with good intentions and great care for one another. We hope you find alignment with our values and look forward to the possibility of working with you next summer.

Sincerely,

Abbie, Ellie & Tommy (CGL Directors) October, 2026

Job Description: Cabin Counselor

Classification: Exempt, Salary. Reports to: Camp Directors

Position Purpose & Camp Description:
Counselors are the primary caregivers for campers. The Counselor is responsible for planning, teaching, coordinating, and carrying out activities and guiding campers in their personal growth and daily living at camp.

Essential Job Functions:

- Assist in the direction, supervision, and organization of campers in their group, within activities and throughout the camp in order to meet the intended camper outcomes.
  - Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth, and environmental appreciation.
  - Ensure campers are properly supervised at all times.
  - Be aware of and implement safety guidelines.
- Participate in the development and implementation of program activities for campers within CGL's philosophy and goals.
  - Responsible for leading and assisting with the teaching of activities.
  - Actively participate in all program areas as assigned.
  - Provide progression in activities within the framework of individual and group interests and abilities.
- Maintain high standards of health and safety for campers and staff.
  - Provide the daily care of each camper within your supervision, including recognition of personal health needs.
  - Remind and assist campers with receiving their medications from the health center.
  - Be alert to campers' and staff members' needs and assist them with personal and/or health problems, and discuss with Directors when appropriate.
  - Monitor equipment and facilities to ensure proper use, care, and maintenance
- Be a role model to campers and staff in your actions, attitude, and behavior.
  - Follow and uphold all safety and security rules and procedures.
  - Set a good example for campers and others in regard to general camp procedures and practices including sanitation, schedule, and noncompetitive sportsmanship.

Other Job Duties:

- Maintain emotional resilience even during stressful and demanding situations.
- Complete paperwork as needed for camper letters, any incidents or injuries, etc.
- Assist with kitchen, laundry, cleaning, and facility needs as assigned.
- Lesson plan and program creation as needed.

Job Requirements:

- Must have visual and auditory ability to assess any unsafe environment or hazard and physical ability to respond appropriately to any situation.
- Must have physical ability and strength to lead multiple activities a day, over several days in an active camp environment with high elevation living.
- Must be able to lift and carry up to 50 lbs.
- Must be able to work 24 hours a day for multiple days in a row with minimal personal time.
- Must be able to live in a cabin with others and eat meals in a large, noisy dining room.

Dates, Compensation, & Time Off

2027 Dates:
June 6th - August 14th

You are required to be available for all dates above .



Staff Training: June 6th - June 13th, 2027
Camper Dates: June 14th - August 14th, 2027
Our sessions are 19 nights long (3 sessions over the entire summer) and start on a Monday and end on a Saturday. Session 3 operates alongside three 5-night Mini-Camp Sessions.

Compensation

(Totals include a $500 completion payment, paid at the end of your employment agreement.)

2027	Salary
1st Year Cabin Counselor	$5,500
Returning Cabin Counselor	2nd year - $5,900 3rd year - $6,300

Other Benefits

- Room and Board, valued at over $2000.
- Access to Pro-Deal discounts.
- Certifications: We provide First Aid and CPR courses to all our staff, and the potential to receive Lifeguarding Certification.
- Access to mental health support through Dear Scout, provided by CGL.

Time Off

This is an example of time off during staff training & Session 1 (please note, this may change):

Week	Time Off
Week 1 (Staff Training)	1 day off (4:15pm - 4:15pm)
Week 2 (Session 1 - Week 1)	1 evening off (4:15pm - 8:30am)
Week 3 (Session 1 - Week 2)	1 day off (4:15pm - 4:15pm)
Week 4 (Session 1 - Week 3)	2 evenings off (4:15pm - 8:30am)
Session Changeover Weekend	Off from Saturday 4:15pm - Monday 8:30am

What we look for & Who we hire

Please note: *All of our staff live in cabins with campers.*

Cabin Counselor:
Must be 18 years of age by June 5th, 2027.

Desired Qualifications, Skills & Experience
Our staff's education and experience are very diverse; everything from staff who went to or have worked at camp, to those who are studying to be teachers, to people taking a gap year, to people studying in a field completely unrelated to education, to folks who are working. **More important than any previous job experience or education is the desire to work with and be a great role model for children and the willingness to learn and work really hard.**

Past experience that is not required, but can be helpful:

- worked at or attended a camp before
- babysat or worked in a day care setting
- worked in a classroom
- volunteered with children
- had a fast-paced job in retail, food service, customer service, etc.

There are some 'technical' activities at camp that demand 'hard skills', but we look at personality traits first. Here are qualities that we look for in potential candidates:

- good at building one on one relationships
- able to manage stress and conflict
- willing to work hard
- good at problem solving
- caring and empathetic
- collaborative and communicative
- flexible and able to adapt to different environments













CAMP GRANITE LAKE

A TYPICAL DAY AT CGL

7:45am
Wake up!

8:15am
Morning Meet-Up with Silly Camp Songs

8:30am
Breakfast

9:15 - 9:45am
Camp Cleaning Squads and Cabin Clean-Up

10:00am - 11:15am
Activity Period 1

11:15am - 12:30pm
Activity Period 2

12:45pm
Lunch

1:30pm
Rest Hour

3:00pm - 4:15pm
Activity Period 3

4:15pm - 5:45pm
Snack/Organized Free Time

6:00pm
Dinner

7:15pm
Evening Program

8:30pm
Cabin Time and Evening Debrief

9:30 - 10:00pm
Lights Out (depending on age group)

While this is a typical day at camp, please know that sometimes things change.

CAMP GRANITE LAKE

ABOUT CAMP!



Camp Granite Lake offers 19-night sessions for campers entering 3rd-11th grades, a Counselor In Training program for 11th graders, and 5-night Mini Camps for first-time elementary-aged campers, where they make lifelong memories and friends. We offer over 25 activities, including sailing, rock climbing, ceramics, ecology, culinary, DnD, kayaking, woodworking, and more!

Our location allows campers and staff the opportunity to grow, have fun, and try rewarding activities in a beautiful mountain setting. Camp is located at 9,000 feet elevation, less than an hour from Boulder, Denver, and Rocky Mountain National Park. It features 135 acres, with a privately owned lake, and stunning views all around.

Cabin Counselors are the core of the camper experience. All counselors are responsible for living in a cabin with 6 - 10 campers within one of our three age groups and live with 1 - 2 other co-counselors. CGL works with campers who range from 2nd - 11th grades. Our cabins are comfortable and rustic; some have adjacent bathrooms and others utilize a central bathhouse.

We provide 3 meals a day, as well as some snacks for staff. Meals are eaten with campers in our dining hall. We are able to accommodate a range of special diets, such as gluten-free and vegan. On top of other amenities and employee perks, staff have access to internet, laundry machines, and mental health and medical services.

As a counselor, you will serve as a teacher, friend, and mentor. A day as a counselor could include: reminding campers to brush their teeth and wash their face, helping them work through peer issues and homesickness, and creating an environment where campers feel supported, safe, and can have fun and grow! Additionally, counselors teach up to three activities daily.

FREQUENTLY ASKED QUESTIONS

These are common questions asked about working at Camp Granite Lake. As an applicant, reading this section is not required but can help provide further context about being a cabin counselor.

- **Where do staff come from?** Staff come from across the United States, mostly outside of Colorado, and around the world.
- **How does age group and cabin placement work?** We ask all staff to share the camper ages they feel most comfortable working with, and we consider your experience, personality, and skills. We also balance these with camper needs and co-counselor assignments. You may live with different age groups throughout the summer. You teach activities to all age groups.
- **What activities will I teach?** In your application, we ask about your experience with camp activities. If hired, you'll do an activity interview where we'll explore your interests and skills in more detail. During staff training, we will train you in a variety of camp activities and give you a sense of what they look like at CGL so that you feel confident and prepared to teach campers.
- **How do I get to camp? Can I have a car at camp?** You can fly, drive, or be dropped off at camp. We provide an airport shuttle on the first day of staff training and the last day of the employment agreement. Specific dates & times will be shared in advance, as we only run one shuttle for each. If you drive to camp, there is a staff parking lot, and having a car can be helpful during your time off. You may also arrange to be dropped off & picked up.
- **Is there transportation during camp time off?** Many staff bring their cars to camp, and we do our best to spread out staff with vehicles across different days off. If you are driving, we ask that you come with a willingness to help your peers, even if that just means giving someone a ride down the mountain before going your separate ways. If at any point during the summer you find it challenging to arrange transportation for your time off, please communicate with the year-round director team. We know how important days off are and want to support you in making the most of them!
- **How and when do I get paid?** You are paid bi-weekly on Fridays through direct deposit. Your total seasonal salary is divided evenly across the number of weeks in your agreement, and that amount will be reflected in each paycheck. The completion pay (only for Cabin Counselors) is paid after your employment agreement has been completed.
- **What does Staff Training look like?** Staff training takes place before campers arrive. Throughout training, we cover essential topics such as cabin life, homesickness, and working with campers of all backgrounds. You'll have designated time to learn the programs you'll be teaching, along with opportunities to get to know your fellow staff members and build a strong community. In addition, there is scheduled time off and breaks during these 8 days.
- **Where do campers come from? Are campers mostly new?** Most of our campers come from Colorado, and we also enroll campers from other states and countries. For our 19-night Traditional Sessions, we typically have a return rate over 70%.

FREQUENTLY ASKED QUESTIONS (CONT.)

- **Can friends or family visit camp?** If you plan to have visitors in Colorado who would like to come to camp, you must talk to us beforehand so we can make sure it's the right time for a visit. If it is approved for family or friends to come visit camp, please know all guests must sign in upon arrival and may not participate in camp activities.
- **Can I request certain times off?** Yes, you may request specific times off, but we cannot guarantee them. At the start of each session, you'll receive a time-off request sheet where you can indicate your preferred days. We understand that staff may want to attend events (like at Red Rocks) or spend time with visiting family and friends, and we do our best to accommodate these requests — but they are not guaranteed.
- **What certifications are required?** All staff are required to be CPR and First Aid certified. If you do not already hold these certifications, we provide a CPR/First Aid course on site during staff training. If you already have a CPR/First Aid certification, Lifeguard certification, or other relevant certifications, please let us know!
- **Is there compensation for travel?** We do not provide travel reimbursement — it is your responsibility to arrange travel to and from camp. For staff who fly in, we will provide airport pickup on the designated arrival day. While we do not cover travel costs, we do provide a $500 completion payment at the end of your employment agreement as a thank-you for finishing the season.
- **Is there laundry?** Yes! We have laundry facilities on site, and we provide hypoallergenic detergent that is also gentle on our plumbing systems. Laundry is available to staff most days, with the exception of camper laundry days and bed sheet change days.
- **Is there a uniform or a dress code?** No, we do not have a set uniform. We encourage staff to wear clothing that is comfortable and practical for camp life — things you don't mind getting dirty or worn out over the summer. Clothing should be appropriate, not revealing, and not include any language or graphics related to drugs, alcohol, or sexual content. Staff wear their camp t-shirt and name tag (we provide both) on camper drop-off and pick-up days.
- **Can I use my phone and other technology at camp?** Camp is a tech-free space, and technology should only be used in designated areas and during time off/downtime. We provide Wi-Fi and all staff have access to lockers with built-in chargers in the staff lounge to keep belongings secure. Phones and other personal devices should not be brought into cabins or used during program time, as we want to preserve a tech-free environment for our campers.
- **What do camper age groups look like?**

Eagles Village

Campers are rising 2nd - rising 5th graders. This is our youngest age group, and typically operates in a 3 to 1 camper to counselor ratio.

Bobcats Village

Campers are rising 6th- rising 7th graders. This is our middle age group, and typically operates in a 4 to 1 camper to counselor ratio.

Rainbow Trout Village

Campers are rising 8th- rising 11th graders. This is our oldest age group of campers, and typically operates in a 5 to 1 camper to counselor ratio.

INTERNSHIP INFORMATION

Being a Cabin Counselor requires a wide variety of skills that may be transferable to an internship program through your university or college. We may not be able to accommodate all internships. If you are interested in completing an internship during the summer, we will discuss how we can best support you throughout the hiring process.

Majors that fit naturally into the Counselor position (if your major is not listed, we still urge you to inquire):

- Education
- Outdoor Recreation
- Environmental Education
- Environmental Science
- Business
- Sociology
- Psychology
- Communications
- Photography and Film
- Marketing
- Culinary Arts
- Performing Arts
- Health Sciences
- Fine Arts
- Youth Development

TESTIMONIALS FROM 2026 STAFF MEMBERS

"Camp Granite Lake was the best summer of my life so far, and I would love to have the opportunity to do it all again. I learned so much about myself, and I learned an incredible amount from the campers and counselors and directors. But above all else, I had fun and I got to be part of an environment that allowed children to let go, have fun, and learn and thrive in a new environment."

"It was incredible to see how much camp can have an impact on children, watching friendships blossom, and watching campers make memories they will remember for a lifetime. It was the most rewarding experience for me, and I find myself talking about it and thinking about it each and every day since I left."

"I have never experienced such a welcoming, inclusive, and supportive community as the one that exists between the campers, Counselors, and Directors at Camp Granite Lake. The summer taught me so much about myself and the world around me."

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