Summer Staff - Waterfront Crew

Providing Safe, Enjoyable Waterfront Experiences Through Attentive Supervision, Encouragement, and Christ-Centered Service

Beartooth Christian Camp's Mission

Beartooth Christian Camp (BCC) exists to provide a mountaintop experience that leads to life-changing relationships and a lasting eternal impact. Everything we do is filtered through our Core Values:

- Christ-Centered
- Safety
- Experience
- Relationships
- Stewardship

Organizational Relationships: Reports to the Assistant Director. Works collaboratively with Adventure Elements staff, programming staff, facilities staff, and other summer staff members.

Location: Fishtail, MT

Compensation: Summer Staff are paid bi-weekly at a weekly stipend rate to be determined by position before hire Shared On-Site Housing is provided | Meals provided when groups are on site

Position Type: Seasonal | Typically late May through mid-August

Position Summary

Each Waterfront Crew Member plays an important role in providing safe, enjoyable, and memorable waterfront experiences for campers and guests at Beartooth Christian Camp. Working under the direction of the Assistant Director, this position helps oversee waterfront activities, including swimming, boating, and other water-based recreation. Waterfront Crew Members are responsible for actively supervising participants, enforcing safety procedures, maintaining waterfront equipment, and responding appropriately to emergencies. Crew members may also receive additional training to assist with Adventure Elements activities and other camp operations when waterfront activities are not scheduled. Through their attentiveness, encouragement, and servant-hearted attitudes, they contribute to the overall camp experience and the fulfillment of BCC's ministry mission.

Expected Schedule

Waterfront Crew Members typically serve within a daily operational schedule extending from approximately 9:00 AM to 11:00 PM, with assigned shifts, scheduled breaks, and time off. Actual working hours and assignments vary according to camp programming, scheduled waterfront activities, guest group needs, and operational requirements. When waterfront activities are not scheduled, crew members may be assigned to assist Adventure Elements or other camp departments during scheduled working hours, provided they have completed any required training.

Qualifications

- A growing and authentic relationship with Jesus Christ.
- Possess a positive attitude, strong work ethic, and willingness to serve others.
- Ability to work cooperatively as part of a team and follow instructions from supervisors.
- Demonstrate reliability, punctuality, and personal responsibility.
- Demonstrate sound judgment, attentiveness, and a strong commitment to waterfront safety.
- Ability to communicate effectively with campers and guests of varying ages and abilities.
- Ability to perform the physical responsibilities associated with swimming, water rescue, and outdoor waterfront activities.
- Willingness to follow all camp policies, procedures, and safety guidelines.
- Successfully complete required background screening.
- Obtain current lifeguard and CPR certifications prior to arriving at camp and maintain them throughout employment. BCC will reimburse the cost of required certification training.

*Previous waterfront experience is helpful but not required. Required lifeguard and CPR certifications must be obtained prior to arrival. Additional camp-specific training will be provided.

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Job Description & Key Responsibilities:

Waterfront Activities & Guest Experience

- Assist with the supervision and operation of swimming, boating, and other designated waterfront activities.
- Provide active lifeguard supervision and maintain awareness of participants and waterfront conditions.
- Clearly communicate waterfront rules, activity instructions, and safety expectations.
- Help create positive, enjoyable, and memorable waterfront experiences for campers and guests.
- Assist with waterfront activity setup, transitions, and cleanup.

Waterfront Safety & Equipment Management

- Follow all established waterfront safety procedures, lifeguarding standards, and emergency response protocols.
- Conduct required inspections of waterfront areas, safety equipment, and recreational equipment.
- Enforce waterfront rules and ensure proper use of life jackets and other required safety equipment.
- Maintain clean, organized, and properly stored waterfront equipment and activity areas.
- Respond appropriately to emergencies and promptly report injuries, incidents, or unsafe conditions to supervisors.

Camp Operations & Team Support

- Assist other camp departments when waterfront activities are not scheduled, as directed by the Assistant Director.
- Participate in additional training to assist with Adventure Elements activities when assigned.
- Support camp setup, cleanup, guest group transitions, and general operational needs.
- Work collaboratively with Adventure Elements Crew and other summer staff to support camp programming.
- Demonstrate flexibility, dependability, and effective communication with supervisors and fellow staff.

Spiritual & Team Responsibilities

- Demonstrate Christlike character, humility, integrity, and a servant's heart in daily responsibilities and interactions.
- Recognize waterfront activities as meaningful opportunities to demonstrate Christ's love to campers, guests, and fellow staff members.
- Contribute to a positive, encouraging, and Christ-centered working environment.
- Participate in scheduled staff devotionals, worship, and spiritual development opportunities as work schedules permit.
- Build meaningful relationships with fellow staff members and demonstrate teamwork, encouragement, and mutual respect.
- Support the mission, core values, and ministry philosophy of Beartooth Christian Camp.

Every summer staff member plays an important role in fulfilling this mission, whether serving meals, maintaining facilities, leading activities, or building relationships with campers and guests.

Disclaimer:
This job description is a summary of the typical functions of the job, not a complete list. The responsibilities, tasks, and duties might differ from those outlined, and other duties, as assigned, might be part of the job.