

**Be a MENTOR to a CHILD in Your Community**  
**Help provide a summer that the kids, and you, will never forget!**



# CAMP MERCER

**Currently hiring for the listed positions:**

**Camp Teachers**

**Counselors**

**Counselor/Lifeguards**

**Supervisors**

**Must be available from June 23, 2025 to August 22, 2025**

**Are you someone who:**

**Is compassionate**

**Is a leader**

**Has experience working with children?**

**If so, Camp Mercer is the perfect  
summer job for YOU!**

**If you are interested contact:**

**HomeFrontRecruiting@homefrontnj.org  
609-989-9417 x154**

**For full job details, please visit  
homefrontnj.org/Join-Our-Team**



## **Camp Mercer – Summer Camp Counselor**

**Location:**  
Lawrenceville, NJ

**Position Type/Classification:**  
Full-Time / Seasonal

**Reporting to:**  
Camp Director

**Compensation:**  
\$20/hr

### **Job Objective/Summary**

A camp mercer counselor utilizes a trauma informed care approach to walk alongside campers. They understand challenges faced by children experiencing homelessness and want to dedicate their summer to help campers work through them. They serve as a role model, an advisor, a confidant, and a supervisor to the campers. The counselor is directly responsible for all campers in the assigned group, and indirectly responsible for all campers within the camp. The camp counselor assists in creating a safe, nurturing, fun and educational experience for each camper as they accompany and actively participate in all activities their group does. The counselor uses common sense and good judgment to significantly impact camper experience.

### **Essential Job Functions/Responsibilities**

- Utilize trauma informed care approach while working with campers
- Attend and be an active participant in pre-camp orientation and all staff meetings
- Identify and meet campers physical and emotional needs
- Strive to handle all conflicts with patience, compassion, and consistency
- Coach and rectify inappropriate behavior in a respectful and sensitive manner
- Active and enthusiastic participation in leading all camp program activities within their group, including, crafts, outdoor recreation, games, the arts, and team building activities, etc.
- Communicate with parents/guardians about campers day, activities, needs or concerns when appropriate
- Monitor time and maintain schedule for assigned group
- Ensure campers are appropriately prepared for activities; clothing, accessories, sunscreen, towels, footwear
- Be observant of campers health and behavior and notify camp supervisors or director of concerns
- Awareness of surroundings to anticipate and prevent dangers
- Set up, break down and clean-up of activities
- Assist enrichment specialist with delivery of curriculum

- Enforce and follow all safety guidelines, including COVID-19 policies
- Understand and follow emergency summer camp procedures

### **Competencies**

- Enjoy working with kids
- Compassionate
- Patient
- Active listener
- Camper focused
- Energetic and enthusiastic
- Adaptable
- Team player
- Time management
- Organization and planning
- Conflict resolution
- Sound judgment

### **Required Education and Skills:**

- At least 18 years of age
- Previous camp or teaching experience preferred
- Compassion for marginalized families

### **Physical Demands**

- Ability to lead and participate in all camp activities
- Ability to lift up to 40 lbs
- Ability to kneel, stoop, bend, walk, stand, climb, reach, and sit
- Close vision, distance vision, depth perception and ability to adjust focus
- Exposed to weather conditions prevalent at the time
- Exposed to outdoors, trees, grass, dust, and dirt

### **Other Duties**

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required. Duties, responsibilities and activities may be added or changed as needed.

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## **Camp Mercer – Summer Camp Counselor/Lifeguard**

**Location:**  
Lawrenceville, NJ

**Position Type/Classification:**  
Full-Time / Seasonal

**Reporting to:**  
Camp Director

**Compensation:**  
\$21/hr

### **Job Objective/Summary**

A camp mercer counselor/lifeguard utilizes a trauma informed care approach to walk alongside campers. They understand challenges faced by children experiencing homelessness and want to dedicate their summer to help campers work through them. They serve as a role model, an advisor, a confidant, and a supervisor to the campers. The counselor is directly responsible for all campers in the assigned group, and indirectly responsible for all campers within the camp. The camp counselor assists in creating a safe, nurturing, fun and educational experience for each camper as they accompany and actively participate in all activities their group does. The counselor uses common sense and good judgment to significantly impact camper experience.

The counselor/lifeguard monitors pool activities and ensures member safety. Lifeguards need to possess knowledge of rescue procedures and emergency medical procedures. To help prevent incidents and ensure safety, must enforce all safety guidelines as outlined by the facility and remain alert throughout an entire shift. Additional job duties a lifeguard performs include preparing activity and incident reports.

### **Essential Job Functions/Responsibilities**

- Utilize trauma informed care approach while working with campers
- Attend and be an active participant in pre-camp orientation and all staff meetings
- Identify and meet campers physical and emotional needs
- Strive to handle all conflicts with patience, compassion, and consistency
- Coach and rectify inappropriate behavior in a respectful and sensitive manner
- Active and enthusiastic participation in leading all camp program activities within their group, including, crafts, outdoor recreation, games, the arts, and team building activities, etc.
- Communicate with parents/guardians about campers day, activities, needs or concerns when appropriate
- Monitor time and maintain schedule for assigned group

- Ensure campers are appropriately prepared for activities; clothing, accessories, sunscreen, towels, footwear
- Be observant of campers health and behavior and notify camp supervisors or director of concerns
- Awareness of surroundings to anticipate and prevent dangers
- Set up, break down and clean-up of activities
- Assist enrichment specialist with delivery of curriculum
- Enforce and follow all safety guidelines, including COVID-19 policies
- Understand and follow emergency summer camp procedures

### **Pool Specific Duties/Responsibilities:**

- Maintains constant surveillance of patrons in the facility; acts immediately and appropriately to secure safety of patrons in the event of emergency
- Provides emergency care and treatment as required until the arrival of emergency medical services
- Prepares and maintains appropriate activity reports
- Instructs quality lessons when assigned

### **Competencies**

- Enjoy working with kids
- Compassionate
- Patient
- Active listener
- Camper focused
- Energetic and enthusiastic
- Adaptable
- Team player
- Time management
- Organization and planning
- Conflict resolution
- Sound judgment

### **Required Education and Skills:**

- Current Red Cross lifeguard and CPR/First Aid certification required
- Ability to react calmly and effectively in emergency situations
- Knowledge of CPR and emergency medical procedures
- Lifeguard: 1 year (Preferred)
- At least 18 years of age
- Previous camp or teaching experience preferred
- Compassion for marginalized families

### **Physical Demands**

- Ability to lead and participate in all camp activities
- Ability to lift up to 40 lbs
- Ability to kneel, stoop, bend, walk, stand, climb, reach, and sit
- Close vision, distance vision, depth perception and ability to adjust focus
- Exposed to weather conditions prevalent at the time
- Exposed to outdoors, trees, grass, dust, and dirt

### **Other Duties**

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## **Camp Mercer – Summer Camp Teacher**

**Location:**  
Lawrenceville, NJ

**Position Type/Classification:**  
Full-Time / Seasonal

**Reporting to:**  
Camp Director

**Compensation:**  
\$25/hr

### **Job Objective/Summary**

Camp mercer’s teacher utilizes a trauma informed care approach to walk alongside campers. They understand barriers faced by children experiencing homelessness and want to dedicate their summer to help campers work through them. They plan, develop, and lead a fun, interactive, and educational curriculum appropriate for several age groups, that range from 5-15 years old. They are creative in use of camp’s resources to provide enrichment that is fun, interactive and gets the campers excited about learning. They work closely with camp supervisors, director, and other teachers to ensure campers learning and retaining of age and grade specific material. They use common sense and good judgment to significantly impact camper experience.

### **Essential Job Functions/Responsibilities**

- Attend and complete pre-camp orientation and all staff meetings
- Lead fun, interactive, enriching curriculum to various age groups
- Strategically utilize camp resources; including counselors, volunteers, space, and materials, to ensure lessons are effective
- Identify and meet camper needs
- Provide emotional/mental support for camp participants
- Empower camp participants to handle stressful situations with appropriate behavior
- Provide conflict resolution and mediation
- Work closely with camp supervisors and director to incorporate behavioral plans as needed
- Design and communicate curriculum and give weekly updates to director
- Act as the “early warning system” on the lookout for problems requiring referral to Case Managers or other HomeFront staff
- Enforce and follow all safety guidelines including COVID policies
- Know, understand, and follow emergency summer camp procedures

## **Competencies**

- Compassionate
- Patient
- Creative
- Classroom management
- Camper focused
- Mission driven
- Energetic and enthusiastic
- Adaptable
- Independent decision making
- Conflict resolution
- Sound judgment

## **Required Education and Skills:**

- NJ Teaching Certification
- BA or three years toward completion
- Compassion for vulnerable families

## **Physical Demands**

- Ability to lift up to 20 lbs
- Ability to kneel, stoop, bend, walk, stand, climb, reach, and sit for long periods
- Close vision, distance vision, depth perception and ability to adjust focus
- Exposed to weather conditions prevalent at the time

## **Other Duties**

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## **Camp Mercer – Volunteer Supervisor**

**Location:**  
Lawrenceville, NJ

**Position Type/Classification:**  
Full-Time / Seasonal

**Reporting to:**  
Camp Director

**Compensation:**  
\$22/hr

### **Job Objective/Summary**

Camp mercer’s volunteer-intern coordinator utilizes a trauma informed care approach to walk alongside campers. They understand barriers faced by children experiencing homelessness and want to dedicate their summer to help campers work through them. The camp mercer volunteer-intern coordinator is responsible for the planning and management of camp mercer’s volunteer - internship program including recruitment, screening, placement, leading, recognition, retention, and stewardship. They train and lead volunteers-interns on how to work with campers and accomplish other camp duties and effectively communicate camp mercer’s mission and goals. They have a significant role in training staff to work with volunteers and interns. The volunteer-intern coordinator works closely with camp staff to identify staff and camper needs and provide adequate volunteer and intern resources to meet them.

### **Essential Job Functions/Responsibilities**

- Attend/lead pre-camp orientation and all staff meetings
- Work with staff to identify volunteer opportunities and responsibilities
- Actively observe volunteers-interns to coach and be a resource to them
- Process volunteer applications
- Coordinate screening of volunteers
- Plan and implement strategies to recruit, retain and recognize volunteers
- Maintain accurate records of volunteers including hours and assignments
- Prepare and share stories of volunteer experience for organization marketing purposes
- Know, understand, and follow emergency summer camp procedures
- Other duties as assigned

### **Competencies**

- Enjoy working with kids
- Compassionate
- Patient

- Active listener
- Camper focused
- Energetic and enthusiastic
- Adaptable
- Team player
- Time management
- Organization and planning
- Conflict resolution
- Sound judgment

**Required Education and Skills:**

- At least 18 years of age
- 2 years Coordinating experience
- Camp, counseling, and or teaching experience preferred
- Compassion for marginalized families

**Physical Demands**

- Ability to lead and participate in all camp activities
- Ability to lift up to 40 lbs
- Ability to kneel, stoop, bend, walk, stand, climb, reach, and sit
- Close vision, distance vision, depth perception and ability to adjust focus
- Exposed to weather conditions prevalent at the time
- Exposed to outdoors, trees, grass, dust, and dirt

**Other Duties**

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