

Position Description

Position Title: Camp Direct Services Specialist / Social Worker
FLSA Status: Non-Exempt, Full-time, Temporary
Location: Kroc Center, Kapolei
Reports to: Youth Arts Program Manager

Position Summary

The camp social worker, in tandem with the youth arts program manager and summer camp leadership team, is responsible for empowering youth and ensuring the positive resolution for camper issues that may arise during camp. The social worker will encourage campers to make healthy, responsible, and respectful choices. The social worker will foster positive social interactions, manage challenging camper behaviors and interpersonal disputes, identify and support campers with special needs, homesickness, and self-care. The social worker embodies the core competencies of Lili'uokalani Trust and is expected to create strong relationships with campers and staff. The ideal candidate has agility to transition from one situation to another intuitively, while also showing compassion and empathy for campers and staff.

Essential Job Functions

- Serve as a positive role model and represent Lili'uokalani Trust's core competencies.
- Participate in required staff training prior to camp (1-day training).
- Attend hō'ike (final performance) on evening of July 21, 2018 and perform social work duties.
- Serve as a professional in determining appropriate responses to all issues involving camp participants, including (but not limited to) social, emotional, psychological, and physical well-being.
- Communicate and/or consult with camp leadership team, counselors, nurse and camp staff to monitor and support camp participants.
- Act as a liaison between infirmary, camp leadership team, camp staff, and parents to identify and address patterns or concerns with camper and staff behaviors based on daily check-ins and observations.
- Assist and support staff with challenging camper situations and provide ongoing support to staff to respond to campers behavioral, emotional and psychological health needs.
- Observe and document camper situations/incidents, design behavior intervention and/or management plans, and monitor and report on progress.
- Be aware of camper and staff behavior, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Debrief and provide guidance to campers and or staff after crises or traumatic events.
- Work with campers and staff individually or in groups, as needed.
- Be present and available throughout shift.
- Make parent phone calls and send emails as necessary.
- Create a binder with resources, best practices, and suggestions for future programs.
- Perform other related duties as assigned by youth arts program manager.

Qualifications

EDUCATION AND RELEVANT EXPERIENCE (minimum)

- Master's Degree in Social Work, Counseling, Psychology, Mental Health or Similar Fields.
- Demonstrated knowledge of a myriad of treatment techniques.
- Previous experience in a camp setting, school setting, or similar environment.
- Experience in working with children and teenagers in need of psychological, social, and/or emotional support.
- Must be able to think critically and act swiftly in high stress situations.
- Attention to detail in documentation and maintaining records.
- Must possess excellent written and verbal communication skills and comfort in communicating with children, young adults, and parents.
- Must be caring, empathetic, patient, hard working, and diligent professional who takes initiative and is creative, enthusiastic, open-minded and high-energy.
- Must have ability to function both independently and as part of a team.

LICENSES OR CERTIFICATIONS (preferred):

- Licensed: Social Worker, Marriage Family Therapist (MFT), Professional Counselor, Mental Health or Psychologist.
- Clinical experience
- Valid driver license, clean traffic abstract, and access to a privately owned automobile with valid no-fault insurance.
- First Aid and CPR/AED Certification.

REQUIRED COMPETENCIES

Job Specific Competencies

In addition to the essential job functions, camp social workers will interact with youth in an age appropriate manner and support other camp staff as needed.

Organizational Competencies

- **Alignment with Queen's legacy:** Understanding and appreciation of Queen Lili'uokalani's story, her legacy and the Hawaiian Culture is foundational to staff's commitment to working with our Hawaiian children, families and communities. Demonstrates respect for and appreciation of Hawaiian values history, and culture, understanding its implication in one's work, in fostering meaningful relationships, and in embracing the community served.
- **Ho`omau i ka `imi Na`auao (Continuous Learning and Improvement):** Committed to creating and reinforcing an environment of continuous learning and improvement.
- **Ho`ike i na Mana`o Pono (Effective Communication):** Communicates with those we serve and each other in a consistent manner that results in mutual understanding, harmony, and action.
- **No'ono'o loi (Critical Thinking and Problem Solving):** Actively and skillfully understands, conceptualizes, applies, analyzes, synthesizes, and/or evaluates information and develops and supports fact-based analyses and recommendations
- **Ho'o kumu a'e or `Imi hakahia (Innovation):** Identifies and integrates creative ideas into new or existing services and promotes effective problem-solving.
- **Pilina Ho`ohana a me ka Hana Hilina`i (Building Relationships and Creating Trust):** Manages relationships to create optimal opportunities and move the organization forward.

- **Alu Like I ka Hana (Teamwork):** Works cooperatively and collaboratively with others throughout the organization in alignment with the organization's objectives.
- **Ho`onui I ka `Ike (Capacity Building):** Encourages personal growth by exhibiting trust and a belief in the capacity of others.

Physical Demands

While performing the duties of this job, the employee is frequently required to stand, sit, walk, climb, stoop, kneel, and crouch. May frequently lift and/or move up to 25 pounds. Exposed to outdoor climate and diverse terrain.

Terms and Conditions of Employment

As a condition of employment, employee will be subject to LT's policies and procedures.