



Surf Camp, Inc.
7213 Ogden Business Lane
Suite 214
Wilmington, NC 28411
www.wbsurfcamp.com
www.seaturtlecamp.com

Residential Support Staff

Overview

Residential Support Staff Counselors at Surf Camp, Inc. (WB Surf Camp, Sea Turtle Camp, and Carolina Ocean Odyssey) play a vital role in delivering an exceptional experience to our campers (ages 9-18) while supporting our surf and marine science teams. We welcome participants from all over the world, eager to learn surfing, explore marine biology, scuba dive, and engage in a variety of ocean adventure activities. Applicants must have a strong passion for marine stewardship, education, and inspiring youth, and be ready to work collaboratively in a team to foster a safe and enriching environment.

As a Residential Support Staff Counselor, you will assist the Site Director and residential teams by fulfilling logistical and operational responsibilities, overseeing camp equipment, managing the camp store, and supporting other aspects of the program as needed. While prior surf instruction experience is not required, you must be able to fulfill a variety of duties with an unwavering commitment to safety and participant well-being. This position reports directly to the Residential Site Director.

Responsibilities and Duties:

As a Residential Support Staff Counselor, you will collaborate closely with the Site Director and field teams, assisting with tasks and ensuring a safe, supportive environment for participants. You will help manage the camp store (inventory, sales, and POS system), supervise campers, and support various logistical functions. This position requires professionalism, attention to detail, and an ability to adapt to changing needs and situations.

Key Responsibilities Include:

- ❖ Arrive on time every day in the provided uniform
- ❖ Lead camp activities and assist in the facilitation of surf and marine science programs
- ❖ Support kitchen and maintenance teams when needed
- ❖ Conduct inventory checks and manage program equipment
- ❖ Fill in as a counselor, including supervising campers when necessary
- ❖ Participate in daily meetings with the Site Director to review camper needs, logistics, and schedules
- ❖ Assist with the preparation of camp facilities before and after sessions, including organizing and cleaning facilities and vehicles
- ❖ Put camper needs first by fostering an inclusive and welcoming environment
- ❖ Serve as a positive role model, demonstrating maturity, responsibility, flexibility, and sound judgment
- ❖ Ensure the safety and well-being of all participants during activities and downtime
- ❖ Effectively communicate with participants and parents, addressing any issues promptly and professionally
- ❖ Practice open communication within the team to resolve any concerns swiftly
- ❖ Follow proper emergency procedures when necessary
- ❖ Stay informed about Surf Camp, Inc.'s programs, goals, and mission, continuously working to support them
- ❖ Attend all scheduled staff meetings and participate in relevant training sessions

Skills and Requirements

Minimum Qualifications

- ❖ Education: At least 2 years of college completed
- ❖ Age: Must be 21 years or older
- ❖ Physical Requirements: Excellent physical condition; able to lift 50 lbs. unassisted
- ❖ Certifications: Current CPR, First Aid, and Red Cross Lifeguard certification by the start of training
- ❖ Swimming: Able to pass a 500-yard open-ocean swim test
- ❖ Availability: Must be able to attend mandatory preseason staff training
- ❖ Work Ethic: Willing to work long hours while maintaining energy and stamina
- ❖ Skills: Strong communication, decision-making, organizational, and logistical skills
- ❖ Commitment: No conflicting summer commitments (e.g., travel, other work)
- ❖ Background: Able to pass a government background check and maintain a clean driving record
- ❖ Team Player: Reliable, punctual, and able to accept and give constructive feedback

Desired Skills & Traits

- ❖ Pursuing a BA or BS in marine biology, environmental science, education, recreation, or a related field
- ❖ Knowledge of Point of Sales (POS) systems
- ❖ Previous residential camp experience
- ❖ Familiarity with southeastern marine ecosystems and organisms
- ❖ Previous experience in surf/snow/water-sport instruction
- ❖ Environmental education certification or teaching credential
- ❖ Creative problem-solving skills
- ❖ Energetic, positive attitude, and a morning person

Compensation

Surf Camp, Inc. offers industry-leading compensation based on experience, including pro-deal opportunities. The compensation package also includes ocean-view accommodations and meals during the summer program, valued at an additional \$5,000. On-site training regarding our expectations, policies, and procedures will be provided.

Position Duration

Our summer programs run from **early June to early August** on Topsail Island, NC. All staff must attend mandatory training in late May.

About Surf Camp Inc

Since 2001, Surf Camp, Inc. has been a leader in the growing world of learn-to-surf and marine science adventure camps. Our brand represents a commitment to technical instruction, ocean safety, and marine stewardship, underscored by our core values of **Safety, Learning, and Fun**. We offer a variety of summer camps for children, teens, and adults, combining surfing with marine science education and adventure.