



Floating Division Lead

Reports to:	Director of Summer Programs
Location:	Summer at St. John's - Camp Chris
Schedule:	Monday-Friday, 8:15am - 4:15pm
Training Dates:	June 2 - June 15, 2026
Season Dates	June 16 - August 19, 2026
Salary Range:	\$22 p/h

Position Overview

The Floating Division Lead is a dynamic leadership role that provides daily operational support and coverage across all camp divisions as needed. This position works closely with the Camp Administrators and other Division Leads to maintain consistent supervision, staff support, camper care, and program execution throughout the day. Whether stepping in for a Division Lead, managing a field trip group, assisting with camper transitions, or supporting behavior interventions, the Floating Division Lead plays a vital role in maintaining the quality, safety, and spirit of Summer at St. John's. Flexibility, strong communication, and a broad understanding of youth development across age groups are essential to this position.

Key Responsibilities

- **Program Oversight & Support**
 - Provide day-to-day leadership coverage across any camp division (Chipmunks, Lower, Middle, Upper, Senior, Sports, or Exploration), ensuring continuity of supervision and camper care.
 - Step in to support Division Leads or temporarily assume their responsibilities when they are offsite or unavailable.
 - Collaborate with program specialists (e.g., STEM, arts, music, sports) to ensure seamless integration and support of scheduled enrichment activities across programs.
 - Adapt quickly to varying camper needs, group sizes, and schedules while ensuring age-appropriate, engaging, and well-managed programming is maintained.

- **Staff Supervision & Mentorship**
 - Support and coach counselors in real time across multiple divisions, offering feedback, troubleshooting challenges, and modeling best practices.
 - Step in to lead **morning huddles, transitions, or camper blocks** as needed across programs to support consistency and coverage.
 - Help Division Leads maintain strong staff morale by providing encouragement, backup coverage, and a visible leadership presence.
- **Camper Well-Being**
 - Monitor camper behavior, energy levels, and group dynamics during programming, swim, transitions, and lunch periods.
 - Support positive behavior management strategies in collaboration with counselors and leadership.
 - Step in to assist with individual camper needs, including first-time camp transitions, behavior plans, or social-emotional support.
- **Family Communication**
 - Assist with parent communication in collaboration with Division Leads or camp administrators when needed.
 - Provide professional and timely updates or incident reports when filling in for a Division Lead.
- **Logistics & Operations**
 - Help manage check-in/check-out, attendance, and transitions when assigned to a specific group for coverage.
 - Ensure camp spaces are left clean, organized, and camper-ready when moving between divisions.
 - Assist with daily logistics such as scheduling adjustments, transitions, or space/equipment needs that arise across programs.
- **Culture & Leadership**
 - Serve as a **cross-program role model**, upholding the mission and values of Summer at St. John's in every interaction.
 - Act as a connector between divisions—sharing observations, filling gaps, and proactively offering support where needed.
 - Embody flexibility, teamwork, and positivity—being a reliable, go-to presence for both staff and campers throughout the day.

Skills and Competencies

- Demonstrated success managing large teams in a youth-centered environment.
- Deep understanding of early elementary developmental needs and group management strategies.
- Strong communication and delegation skills, with the ability to remain calm and responsive under pressure.

- Enthusiastic, hands-on leader who leads by example and builds community among staff and campers.
- Ability to organize and oversee multiple moving parts with attention to safety, structure, and camper experience.

Education and Experience

- Bachelor's degree in Early Childhood Education, Elementary Education, Child Development, or a related field preferred.
- Previous experience in early education settings, childcare, or Pre-K summer programs in a supervisory or leadership role.
- Supervisory experience is strongly preferred, especially with a team of multiple staff.
- Familiarity with Google Workspace and basic camp administrative tools is a plus.

Physical Requirements:

- Standing/sitting for long periods of time.
- Bending, lifting, pushing, kneeling, crouching, crawling, stooping.
- Must be able to lift up to 50 pounds.
- Must be able to reach at and above shoulder height to access higher areas of equipment, etc.
- Must be capable of adapting to frequent changes in position throughout the workday.
- Hearing and speaking to exchange information in person or on the telephone.
- Use of hands and fingers for manipulation, and using computer keyboard, educational tools, play equipment, and perform first aid and CPR.
- Specific vision abilities required include close vision, distance vision, color vision, and depth perception.

Summer at St. John's is committed to building a diverse and inclusive community. We welcome applications from underrepresented groups. We seek applicants who demonstrate a commitment to multiculturalism and diversity that is manifested in work with all those who engage with Summer at St. John's.

About Summer at St. John's

We create safe, inclusive, and choice-driven programs that grow with your child. Our developmentally appropriate camps are shaped by our community values, leaving a lasting impression upon all campers and staff for years to come. Summer at St. John's community values are at the core of every decision we make. We encourage:

- Kindness: Promoting stronger, more harmonious relationships and communities.
- Community: Building strong bonds and a sense of belonging among campers and staff.
- Honesty: Fostering trust and cooperation, contributing to personal and societal well-being.
- Respect: Teaching respect for oneself, others, and the environment.

About St. John's Prep

St. John's Prep is an inclusive, Catholic, Xaverian Brothers Sponsored School for young men in grades 6 through 12. Founded on the Xaverian values of compassion, humility, simplicity, trust, and zeal, we educate students to be, do and stand for good in the world. We enroll approximately 1,500 students from more than 90 communities in Massachusetts, New Hampshire, and Maine.

Interested candidates are asked to apply via Questions can be directed to Jackson Tingle at summer@stjohnsprep.org.

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