



# 2025 Summer Camp Staff Opportunities

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Online Applications:  
[gseok.org/careers](https://gseok.org/careers)



ACA ACCREDITATION: We are proud to be accredited by the American Camp Association (ACA). Developed exclusively for the camp industry, this nationally recognized organization has established high standards for the health and safety of campers and staff, as well as quality program delivery. Trained ACA representatives have conducted an independent appraisal and we have earned this mark of distinction.







# Camp Tallchief

Nestled in the scenic Osage Hills, a mere 30-minute drive from the city of Tulsa in Northeastern Oklahoma, lies Camp Tallchief. For more than four decades, campers from all walks of life have flocked to this retreat, set amidst an expanse of woodlands interspersed with vast open areas that serve as canvases for a wide range of outdoor adventures. Countless trails weave through the property, inviting exploration.

The waters of Lake Tallchief beckon the endless possibilities for aquatic enthusiasts, from serene canoeing, sailing, and paddle boarding to thrilling waterskiing and wake boarding. In the heart of our camp, the Dining Hall becomes the gathering place for communal family-style meals.

Beyond our tranquil lake, the offerings continue to expand. Campers can dive into the waters of the swimming pool, sharpen their archery skills at the range, conquer challenges on the low ropes course, or immerse themselves in the magic of horseback riding at the riding arena. Camp Tallchief is a sanctuary for countless adventures, offering memories that linger long after the sun sets behind the Osage Hills.

## Our Traditions

We are an organization built on a rich history. For more than 100 years we have been building girls of courage, confidence, and character. We invite you to become a part of this history and give our campers the experience that will shape them into the leaders of tomorrow. Everything we do reflects the promise we use to start each day.

## Questions to ask yourself before deciding to work at Girl Scout Camp:

- Are you prepared to work six days a week, with energy and enthusiasm, to make sure your campers are having a good time?
- Are you ready and willing to put campers' needs before your own?
- Are you willing to be a role model to campers and other staff every day for up to 9 weeks?
- Do you truly enjoy camping and living in a hot, rainy, and sweaty outdoor environment?
- Do you get along well with children and adults from varying backgrounds than your own?
- Are you able to self-manage your mental, emotional, and social health in varying situations and environments?

## Our Campers

Our campers are between the ages of 5-17. Most campers are active in local Girl Scout troops. Our campers come from Eastern Oklahoma and surrounding states.



## Save the Dates

**May 24**  
Administrative  
Staff Report

**July 2-4**  
*Holiday Break,  
All Staff Off*

**May 25-30**  
Staff Training  
*All Staff Report*

**July 5**  
**Staff In-  
Service**

**June 1-6**  
*Staff Training All  
Staff Report*

**July 6-11**  
Week 5

**June 8-13**  
Week 1

**July 13-18**  
Week 6

**June 15-20**  
Week 2

**July 20-25**  
Week 7

**June 22-27**  
Week 3

**July 25-27**  
Season  
Shut-Down /  
Closing  
Ceremony

June 29-July 1  
Week 4







# Benefits of Working at Overnight Camp!

**Being a camp counselor can be a life-changing experience that combines personal and professional growth with the joy of making a positive impact on others. Here are some of the advantages of these roles:**



## **Personal Growth**

Camp counseling challenges you to step out of your comfort zone, fostering personal growth in areas like leadership, communication, and problem-solving.

## **Building Lifelong Skills**

You'll develop a diverse skill set, including teamwork, conflict resolution, and adaptability, which can benefit your future career.

## **Making a Difference**

Impact the lives of young campers by being a positive role model and helping them learn new skills and gain confidence.

## **Connection with Nature**

Camp counselors often work in beautiful natural settings, allowing them to enjoy the outdoors and develop a deep appreciation for nature.

## **Enhanced Communication**

Hone your communication skills as you interact with campers, parents, and colleagues from various backgrounds.

## **Leadership Opportunities**

Camp staff are entrusted with leadership roles, providing valuable experience in managing and motivating groups of people.

## **Problem-Solving**

Camp environments present various challenges, giving you the chance to think on your feet and find creative solutions.

## **Increased Empathy**

Interacting with campers and understanding their individual needs can enhance your empathy and interpersonal skills.

## **Fun and Adventure**

Enjoy the joy of participating in camp activities, games, and adventures, making every day exciting and memorable.

## **Resume Building**

The skills and experiences gained as a camp staff can make your resume stand out and be appealing to future employers.

## **Cultural Exchange**

We proudly hire many international staff, offering the chance to learn about different cultures and broaden your global perspective.





## **Camp Tallchief offers:**

- Arts and Crafts
- Baking
- Canoeing
- Cooking
- Hiking
- Horseback Riding
- Low Challenge Course
- Nature Activities
- Kayaking
- Orienteering
- Robotics
- Corcling
- Sailing
- Slingshots
- STEM Activities
- Swimming
- Tubing
- Paddle Boarding
- Archery

## **Time Off**

Every staff member is guaranteed a two-hour break each day Monday through Thursday. Additionally, weekend time off typically starts at 7:00 p.m. on Friday, extending until 12:00 p.m. on Sunday. Please note that specific positions may have alternative days designated for their time off.

## **Sleeping Quarters**

Campers and staff enjoy various accommodations, including air-conditioned cabins, screened cabins, and yurts. Staff sleep nearby but separately from campers and should be prepared to stay in any accommodation, all with twin-sized mattresses. On-site staff are on duty overnight to assist as needed.

## **Tattoos and Body Piercings**

GSEOK recognizes that personal appearance is an important element of self-expression. Tattoos and piercings are permitted as long as they are not offensive or pose a safety risk. For safety, all piercings must be stud type.

## **First Aid & CPR**

Certifications are required for all positions. Camp provide training opportunities during staff training or you may obtain certifications from a nationally recognized organization such as the American Red Cross or Medic First Aid/CPR. We do not accept online trainings for First Aid and CPR that do not have an in-person component.

## **Trainings**

Staff Training is provided prior to campers' arrival and includes the following and more:

- Behavior Management
- Conflict Resolution
- Health & Wellness
- Risk Management
- Archery Certification
- Group Management
- Cultural Awareness
- Missing Home
- Lifeguard Certification

## **In-Service Trainings**

In-Service trainings are required for certain positions and are available for all interested staff who qualify.



# Sample Schedule

This is an example of a typical camp week. Meal times and locations, as well as activities offered, will vary each week.

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
6:30 a.m.		Rise and Shine Counselors				
7 a.m.		Rise and Shine Campers				
7:30 a.m.		Cabin Kapers*				
8 a.m.		Breakfast				
9 a.m.		Camp Kapers*				
9:30-11:45 a.m.		Canoeing	Tie-Dye	Hike Talannie Trail	Fishing	Arts n' Crafts
	Games		STEM Room		Scavenger Hunt	
12 p.m.	Staff Check-In and Staff Meeting	Lunch				
1 p.m.		Rest Hour				Camper Pick-Up (2-4 p.m.)
2 p.m.	Camper Check-In (2-4 p.m.)	Swimming				
3:30 p.m.		Archer y	Paddle Boarding	Arts n' Crafts	Kayaking	
6 p.m.		Dinner				Staff Meeting
7 p.m.	Opening Campfire	Unit Activity	Dinner Cookout	Party Night	Scouts Own and Closing Campire	Staff Break
9 p.m.	Return to Cabins for Showers					
10 p.m.	Lights Out Campers					
11 p.m.	Lights Out Counselors					

**Kapers are camp chores that teach Girl Scouts the importance of shared responsibility.**

\* Camp Kapers:

Each unit takes turns doing camp chores, such as cleaning restrooms, picking up trash, sweeping and mopping the dining hall, sweeping the porches of the Lodge, and performing the flag ceremony.

\* Cabin Kapers:

Each camper takes turns doing cabin chores, such as cleaning restrooms, picking up trash, and sweeping the cabin.





# Camp Staff Positions

**Positions include housing and meals. All positions are required to live on site. All staff must be able to direct camp behavior in positive ways and assist in emergency situations to keep campers safe.**

All available positions require working in the outdoors, which includes regular exposure to weather conditions such as heat, humidity, rain, storms, insects, and wildlife. Staff members will walk several miles a day on uneven terrain and should be able to climb stairs and lift 50 pounds. All staff members are expected to be able to self-manage mental, emotional, and social health in a fast-paced community environment. Each staff member is considered a counselor with the main focus of their work engaging with campers.

## Counselor Team

### Lead Counselor

Responsible for up to 12 campers and 3 counselors in a unit. Managing behavior, unit activities, and staff supervision. Must have ability to supervise campers and staff members and organize and implement safe, fun, and age appropriate activities. One year of overnight camp experience preferred

► **Minimum age: 21**

► **Starting salary: \$415/week**

### Counselor

Directly supervise a group of 10-12 campers in daily activities and foster a positive camp experience while creating a safe and welcoming environment for campers and staff. Responsible for managing camper behavior and hygiene of all campers.

► **Minimum age: 18**

► **Starting salary: \$400/week**

### Apprentice Counselor

Assists in directly supervising a group of 12 campers in daily activities and fosters a positive camp experience while creating a safe and welcoming environment for campers and staff. Responsible for managing camper behavior and hygiene of all campers.

► **Minimum age: 16**

► **Starting salary: \$300/ week**

### Program Lead: CIT

Directly supervise a group of 10-16 campers in daily activities and foster a positive camp experience while creating a safe and welcoming environment for campers and staff. Responsible for managing the education and training of CITs. Also responsible for providing constructive feedback and strategizing with the CITs on varying methods to improve their performance and give them tools to become strong camp staff members.

► **Minimum age: 21**

► **Starting salary: \$450/week**

# Program Team

All program counselors are responsible for delivering programs, engaging with campers, and serving as camp support. Camp support includes but is not limited to facilities, cleaning, and counseling. Program counselors live on camp, help with camper management and assist with other duties when not leading programs. Program counselors may live in separate housing from campers.

## **Program Lead: Equestrian**

Supervise all horseback staff and all aspects of horseback program. Develop and implement age and ability appropriate, progressive Western riding program. Assist with camp wide programming and management. Must be a confident horseback rider and have knowledge of safety around horses. Riding instructor experience and/or CHA certification required.

► **Minimum age: 21**

► **Starting salary: \$450/week**

## **Program Lead: Waterfront**

Supervise all waterfront staff and all aspects of waterfront program such as pool activities, tubing, corcling, kayaking, canoeing, and paddle boarding. Assist with camp wide programming and management. Lifeguard experience, lifeguard certification, and supervisory experience required.

► **Minimum age: 21**

► **Starting salary: \$450/week**

## **Program Lead: Target Sports**

Manage and implement a fun and safe target sports program including sling shots, archery, and axe throwing. Assist with general unit programming and management. Archery certification and experience as an instructor required. Archery Level 1 certification is required.

► **Minimum age: 18**

► **Starting salary: \$450/week**

## **Program Counselor: Equestrian**

Assist in implementing Western riding programs. Must be a confident horseback rider and have knowledge of safety around horses.

► **Minimum age: 18**

► **Starting salary: \$400/week**

## **Program Counselor: Aquatics**

Assist in implementing camp's waterfront programs including pool activities, tubing, corcling, kayaking, canoeing, and paddle boarding. Must have lifeguard certification and comfort in lake and pool environments

► **Minimum age: 18**

► **Starting salary: \$400/ week**



## **Program Counselor: Media**

Responsible for photography and documenting daily camp life using an online photo gallery. Develop media presentations for parents, staff, and campers. Implement age appropriate media programs as needed. Experience with digital photography is required.

► **Minimum age: 18**

► **Starting salary: \$400/week**

## **Program Counselor: STEM**

Create and implement a STEM (Science, Technology, Engineering, and Mathematics) program to include components of chemistry, coding, engineering, and robotics. Assist with general unit responsibilities and management. Experience in STEM programming preferred.

► **Minimum age: 18**

► **Starting salary: \$400/week**

## **Program Counselor: Art**

Responsible for implementing age-appropriate arts and crafts programs with positive energy to build excitement for the arts. Assist with general unit programming and management. Applicant must be creative, organized, and experienced in varied media such as paint, charcoal, clay, etc.

► **Minimum age: 18**

► **Starting salary: \$400/ week**





## Leadership Team

### Assistant Camp Director

Responsible for coordination of unit, support, and program staff involved in daily programming with a primary focus on camp logistics. This includes, but is not limited to program development and implementation, staff training, and scheduling. Must have customer service experience and ability to supervise staff and campers, and organize and implement safe, fun, and age appropriate activities. Experience in maintaining records and regulations preferred. Two years of camp experience preferred. Applicants must have a valid driver's license.

► **Minimum age: 21**

► **Starting salary: \$550/ week**

### Program Manager

Coordinate and supervise all program activities and provide support to program staff. Supervisory, administrative skills, and experience with a wide variety of programs is necessary. Two years of overnight camp experience preferred. Applicants must have a valid driver's license.

► **Minimum age: 21**

► **Starting salary: \$500/week**

### Health Supervisor

Manage camp's health care center and all required regulations. Overall responsible for physical wellbeing of campers and staff. Experience in school or camp nursing preferred. Applicants must have current RN certification and valid driver's license.

► **Minimum age: 25**

► **Starting salary: \$900/week**

### Resource Counselor

Work directly with lead and unit counselors to coordinate and supervise camper and staff needs. Serve as support and give direction including behavior management, missing home, and staff coaching. Supervisory experience, administrative skills, and customer service experience is necessary. Two years of overnight camp employment is preferred. Applicants must have a valid driver's license.

► **Minimum age: 21**

► **Starting salary: \$500/week**

### Business Manager

Manage all aspects of camp's business management and clerical support. Manages petty cash accounts and purchases. Assists in processing payroll, purchasing food and supplies, and reconciling camp budget on a weekly basis. Experience in summer camp and Girl Scouts is preferred. Applicants must have a valid driver's license.

► **Minimum age: 21**

► **Starting salary: \$450/week**

## Support Team

### Facilities

Responsible for cleaning community buildings, assisting with campers, and the cleaning of program areas at camp. Work with staff and campers to create a clean and welcoming environment. Responsible for campers, simple maintenance, and cleaning program at camp.

► **Minimum age: 18**

► **Starting salary: \$400/week**









## **Girl Scout Promise**

On my honor, I will try:  
To serve God\* and my country,  
To help people at all times,  
And to live by the Girl Scout Law.

*\* Members may substitute for the word God in  
accordance with their own spiritual beliefs.*

## **Girl Scout Law**

I will do my best to be  
honest and fair,  
friendly and helpful,  
considerate and caring,  
courageous and strong,  
and responsible for what I say and do,  
and to respect myself and others,  
respect authority,  
use resources wisely,  
make the world a better place,  
and be a sister to every Girl Scout.