



Town of New Milford

Parks & Recreation Department

2 Pickett District Road, New Milford, CT 06776
Telephone (860)-355-6050 – Fax (860)-355-6052

Job Description: Behavior Specialist

POSITION TITLE: Behavior Specialist

REPORTS TO: Camp Director, Director of Programs and Events, Director of Parks and Recreation

LOCATION: John Pettibone Community Center, Northville Elementary School, or Schaghticoke Middle School

SEASONAL: 40 Hours/Week, M-F, 8 AM - 4 PM unless otherwise directed

MISSION:

The mission of the New Milford Parks and Recreation Department is to provide quality leisure opportunities in a safe and healthy atmosphere and to enhance the quality of life of the community through the responsible management of parks, recreation activities and natural resources. To meet these ends, the Parks and Recreation Department attempts to provide safe and wholesome recreational services of both a passive and active nature. Our goal is to create a balance of activities, special events and programs for any and all segments of the population.

GENERAL STATEMENT OF DUTIES:

Empathy, flexibility, and compassion to provide social-emotional and behavioral support for our campers and camp staff throughout the summer camp season. The Behavior Specialist provides on-site and on-call behavioral support and conflict resolution strategies for our camp leadership teams and campers. The Behavior Specialist will offer daily support of site visits and camper observations, 1-on-1 sessions with camp staff and campers. They must have a strong background in youth development and counseling.

ESSENTIAL FUNCTIONS

- Able to maturely and competently supervise children and be a positive role model.
- Plan and implement program activities that are culturally relevant, developmentally appropriate and consistent with Parks and Recreation core values.
- Assist in training staff as they work with and manage their groups of children.
- Assist Camp Director in development of daily schedules and ensure timeliness of activities and day flow.
- Support counselors as needed with camper behavioral issues.
- Follow Parks and Recreation policies and procedures, including those related to medical and disciplinary situations, child abuse prevention and emergencies.
- Be able to exercise proper judgment when working with children, staff, or parents.
- Adhere to program standards including safety, cleanliness, timeliness, and proper dress.
- Attend staff meetings and training.
- Perform other related duties as assigned.

PHYSICAL REQUIREMENTS:

Must be able to:

- Actively run, jump, swim, and lift a minimum of 1/3 their own body weight.

- Frequently bend, twist, crouch, squat, kneel, climb stairs and flex and rotate head and neck.
- Occasionally crawl, push, pull, reach and lift above shoulders.
- Occasionally work on uneven ground and slippery surfaces.
- Use hands in repetitive motion, grasping and fine manipulation of both right and left hands.
- Withstanding constant and repeated exposure to nature's elements: rain, sun, wind, cold and heat.

MINIMUM QUALIFICATIONS:

- Ability to provide leadership and act as a positive role model to youth.
- Must possess good written and oral communication skills.
- Organizational and record keeping skills are also necessary.
- Must be willing to work flexible hours. Certified in First Aid and CPR.

EDUCATION, TRAINING AND EXPERIENCE:

BA with a minimum of two years' experience in School Counseling and/or experience in crisis management and restorative practices.

PRE-CAMP

- Attend pre-camp planning meetings to develop program goals, activities, schedules, etc.
- Attend all staff training days
- Help in promoting summer camp at various pre-camp events if possible.

IN-CAMP

- Arrive at camp by 8:00 a.m. and stay until 4:00 p.m. or until campers have cleared.
- Assist with and/or lead staff meetings as needed.
- Supervise children who need assistance with planned activities.
- Assist with daily schedules and day flow.
- Assist in camp wide activities, rainy day activities, field trip activities, opening/closing activities.
- Support staff with camper behavioral issues.
- Assist with first aid and medical issues as needed.
- Maintain highest safety standards at all times, with a focus on risk management.
- Maintain rules as required by Parks and Recreation and assume role in camp emergency procedures.
- Be responsible for communicating to the Camp Director/Supervisors/Counselors with any conflict situations with children.
- Act in a manner that promotes the core values and Parks and Rec Mission.
- Keep all areas used clean, maintained, and suitable for use by staff, campers, and families.
- All other duties assigned.

AGREEMENT BETWEEN BEHAVIORAL SPECIALIST AND PROGRAMS & EVENTS DIRECTOR:

- We understand and mutually accept the job description listed above which represents our agreement to the job to be performed. We understand that all staff agreements may be terminated should circumstances make the operation of Parks and Recreation Camp impossible or should enrollment not equal expectations.
- My paperwork for payroll must be turned in by May 28, 2026. This is necessary in order to process the first payroll checks on time. Staff may not begin working without all of the required completed paperwork and two forms of government issued ID.

- We understand that camp staff are to abstain from drinking alcoholic beverages and smoking while on duty for the duration of the Parks and Recreation camp season. Usage will result in immediate dismissal.
- I give permission for Parks and Recreation to secure medical treatment for me in case of an emergency.

This description lists only those job duties necessary for salary evaluation and does not include each and every job requirement.

The Town of New Milford is an Equal Opportunity Employer.

Camp Behavior Specialist

Date

Director of Programs & Events

Date

Working Conditions, Physical and Mental Requirements: Occasionally may be exposed to inclement weather in carrying out duties. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity, and must maintain such physical fitness as to be able to perform the duties of the class. A physical examination may be required.

Frequency: Place an “X” in each box that is appropriate to your job.

NEVER (N)	OCCASIONALLY (O)				FREQUENTLY (F)	CONSTANTLY (C)			
0 % of Shift	1-33% of Shift				34-66% of Shift	67-100% of Shift			
Frequency:	N	O	F	C	Frequency:	N	O	F	C
Physical Demands:					Depth Perception				X
Standing				X	Color Distinction				X
Walking				X	Peripheral Vision				X
Sitting		X			Driving		X		
Lifting		X			Physical Strength:				
Carrying		X			Little Physical Effort (-10 lbs.)			X	
Pushing		X			Light Work (-20 lbs.)		X		
Pulling		X			Medium Work (20-50 lbs.)		X		
Climbing		X			Heavy Work (50-100 lbs.)		X		
Balancing		X			Very Heavy Work (100+ lbs.)	X			
Stooping		X			Environmental Conditions:				
Kneeling		X			Cold (50 degrees F or less)		X		
Crouching		X			Heat (90 degrees F or more)			X	
Crawling		X			Temperature Changes			X	
Reaching			X		Wetness			X	
Handling			X		Humidity			X	
Grasping			X		Extreme Noise or Vibration		X		
Twisting			X		Exposure to Chemicals		X		
Feeling			X		Exposure to Gasses and Fumes		X		
Talking			X		Exposure to Unpleasant Odors		X		
Hearing				X	Exposure to bodily fluids		X		
Repetitive Motion			X		Exposure to dampness		X		
Hand/Eye/Foot Coordination				X	Confinement to a Small/Restricting Area		X		
Visual Acuity/Near				X	Mechanical Hazards		X		
Visual Acuity/Far				X	Physical danger		X		

The above statements are intended to describe the general nature and level of work being performed by the employee assigned to this position. They are not to be construed as an exhaustive list of all job responsibilities and duties performed by personnel so classified.

The Town of New Milford is an equal opportunity employer. In compliance with the Americans with Disabilities Act, the Town will provide reasonable accommodations to qualified individuals with disabilities and encourage both prospective and current employees to discuss potential accommodations with the Town when necessary.