

Inclusion Camp Specialist (Cross Island Ymca)

YMCA of Greater New York

Bellerose, NY 11426

Other

Full-time, Seasonal

Onsite

\$30.00 - \$30.00 an hour

Posted on February 11, 2026

Organization Statement

The YMCA of Greater New York is here for all New Yorkers — to empower youth, improve health, and strengthen community. Founded in 1852, today the Y serves a diverse population of more than half a million New Yorkers who learn, grow, and thrive through programs and services at our 24 branches. Community is the cornerstone of the Y. Together, we connect active, engaged New Yorkers to build stronger communities.

To help fulfill our mission, we cultivate a culture of learning, leading, and collaboration to enhance community impact. Through our talented staff and “LEAP” career framework (Leadership, Empowerment, Accountability, Personal Growth), we are committed to a people-first approach that fosters trust, inclusion, growth, and development for all.

Job Description

Salary: \$30.00 Hourly

The Cross Island YMCA is seeking an Inclusion Camp Specialist who will be responsible for creating a safe, positive environment for school-age children with special needs, and for providing opportunities for learning, interaction, and academic or personal growth.

Summer Camp programs operate Monday through Friday from 8:00 a.m. to 6:00 p.m., July through August.

Responsibilities

- Ensure the health, safety, and well-being of participants in the program by providing appropriate supervision at all times.
- Understand, maintain, and ensure that participants follow Risk Management and safety procedures.
- Keep the immediate supervisor informed daily of any concerns regarding participants, staff, or the facility.
- Develop and implement creative, inclusive outreach strategies to connect with and engage individuals who may face extra barriers to participation, including physical barriers.
- Manage participants' Individualized Accommodation Plans, student behavioral support plans, and logs.
- Support the implementation of systems for tracking student behaviors and collaborate with staff, caregivers, and teachers to identify individual behavior support techniques for students experiencing challenges.
- Partner with the Camp Director to ensure social-emotional development and behavior management are infused into programming.
- Guide staff on how to effectively implement behavioral strategies in the learning environment.
- Support the planning and implementation of all camp activities, including, but not limited to, summer learning initiatives, field trips, in-camp events, and culminating performances.
- Promote an inclusive, welcoming, and respectful environment that embraces the diversity of all staff and participants.
- Create and maintain a strength-based, youth-focused atmosphere that is consistent and sensitive to the needs of participants with learning, emotional, or behavioral differences.
- Ensure staff are familiar with common mental health support needs (i.e., depression, anxiety, trauma, substance abuse, etc.) and a trauma-informed programming approach to support all participants and families.
- Support the creation of a resource center for stakeholders to ensure ongoing support for topics and issues as they arise. Provide reliable information about available resources and make relevant referrals for mental health services and additional services as needed.
- Respond appropriately when time-sensitive mental health services are needed, such as suicide prevention, grief, and loss due to the death or incarceration of a family member.
- Implement lessons and training on how to provide additional support and services to enable full participation for those with special needs, both physical and cognitive. Conduct technical

assistance with YMCA staff in programming related to behavior challenges, engagement, and social-emotional development.

- If applicable, provide task management with Social Work Interns to provide purposeful roles that support the behavioral, emotional, and physical needs of the participants.
- Understand and communicate the YMCA's core values and the goals of the Summer Camp program to staff, participants, and caregivers.
- Attend all required pre-camp training. Actively participate in training sessions, designated meetings, and special events.
- Adhere to all Department of Health, YMCA of Greater New York, and funder standards, expectations, and regulations.

Qualifications

- Bachelor's Degree in special education, social sciences, social work, counseling, psychology, or a related field required. ME, MSW/MHC student or graduate preferred.
- Must be 18 years of age or older.
- Experience working with children with special needs required.
- General knowledge of Microsoft Word, Excel, and PowerPoint.
- Strong interpersonal skills, leadership qualities, and comfortable working with diverse youth and adults.
- **Minimum Education Level:** Bachelor's Degree
- **Preferred Education Level:** Master's Degree

Application Instructions

If you would like to be a member of our dynamic team, please complete our [online application](#) and submit your résumé and a thoughtful cover letter that explains your interest in the role and our organization.