

The logo for Camp Beaumont Asia features the word "Camp" in a white, rounded font with a yellow star above the 'C' and a yellow sunburst above the 'p'. To the right of "Camp" is a red graphic of three curved lines. Below "Camp" is the word "Beaumont" in a larger, white, rounded font. Underneath "Beaumont" is the word "ASIA" in a smaller, white, sans-serif font.

**Camp
Beaumont
ASIA**

GROUP LEADER

Day Camps

Title: Camp Group Leaders - Day Camps

Location: Allocated Camp at Hong Kong Schools

Company: Camp Beaumont Asia

Pay Rate: As per contract of service

Start Date: As per contract of service

Reporting to: Camp Manager / Head Group Leader

Department: Operations

About Camp Beaumont:

Camp Beaumont is a pioneer in offering dynamic and impactful outdoor adventure education and multi-activity day camps and residential camps across Asia and the UK. For over four decades, we have been dedicated to providing young learners with experiences that foster growth, confidence, and a deep-seated appreciation for the great outdoors. As we continue to expand, we seek passionate individuals to join our operations team and contribute to our legacy of excellence. We operate across the globe including the UK, Southeast Asia & Hong Kong, offering Day camps, Residential experiences & Outdoor Adventure weeks for children ages 3-15 years old.

Job Purpose:

Group Leaders will have the responsibility for the welfare of a particular age group of children both during and outside activity times to fully support and exemplify the overall company purpose and values of – *'Keep it Simple'*; *'Know your Stuff'*; *'Give it your all'*; *'Make it Fun'* and *'Own it'*

Key Responsibilities:

- Delivering high quality activities following our pre-designed activity programme
- Supervising the group in throughout activities as well as during snack & lunch times
- Providing a fun and safe environment for all campers through engaging & enthusiastic delivery
- Set up/pack down of each activity & general tidying/cleaning of activity areas & kit
- Ensuring the company's safety policies and procedures are followed and enhanced throughout each activity
- Completion of any relevant documents/forms as required
- Follow & comply with internal safeguarding procedures, ensuring any concerns are reported in a timely manner in alignment with training
- Address disruptive behaviour in a professional manner & raise concerns to the onsite manager
- Report directly to the onsite management team - attend daily check ins, maintain clear lines of communication including communicating any concerns & responding well to feedback
- Always demonstrate a positive attitude towards the role

- Working as part of a team to ensure the smooth running and success of the camp

Typical knowledge, skills and experience / requirements:

- Be aged 18 or over
- You must be legally allowed to work in the country you are applying.
- Fluent English - spoken, written & reading.
- Mandarin, Cantonese etc are preferred but not mandatory
- Demonstrate a genuine passion for working with children and young people.
- Be available to take up this role during the international summer holiday period.
- Be fun, enthusiastic, and energetic, with a positive approach to teamwork.
- Have the ability to work both independently and as part of a team.
- Approachable and ability to engage with all age groups
- Have previous experience working with children, ideally in an educational, recreational, or activity-based setting.
- For safeguarding purposes, all successful applicants will go through a valid background check before Camp Beaumont Asia can confirm their placement.

i) All offered placements are managed and delivered solely by Camp Beaumont Asia.

ii) For safeguarding purposes, all successful applicants will go through a valid background check before Camp Beaumont Asia can confirm any placements.

Behavioural Competencies:

- **Honesty and Transparency** - Asks for feedback from the Organisation on how to improve. Meets the needs of internal customers, by supporting and engaging when required. Takes personal responsibility for correcting problems and demonstrates good recovery from complaints. Gives open and honest feedback at all levels even when it's difficult. Meets and exceeds internal customer expectations. Is open, honest and transparent even when things go wrong.
- **Innovative & Adaptive** - Challenges people to find ways of improving what is done. Asking those critical questions to challenge, 'How we do things. Encourages and supports development of new processes and procedures. Works productively in a high-pressure environment. Welcomes change in a positive light, supporting their teams to embrace new ways of working.
- **Developing Performance** - Keeps own knowledge and skills up to date practicing continuing professional development. Delivers results through teams and people. Actively seeks to stretch capability and scope of responsibilities. Challenges and sets, 'Stretching' goals for their team, providing feedback on performance and behaviours. Addressing under performance at the first opportunity.
- **Communicating** - Is sensitive to non-verbal cues, to other people's feelings and emotions, and responds with sensitivity.

Communicates openly and freely with colleagues and teams to ensure that they can see the big picture. Successfully persuades and influences others. Presents information in a way that engages and motivates the audience. Is self-aware and changes style to suit the relevant audience.

Working Hours:

- Day Camps: Monday to Friday, with shifts varying between 08:00–16:00 and 08:00–13:00 depending on the role. (rotational basis)

For the right candidate, we offer comprehensive training and mentorship to empower you and increase performance.

This job description is not exhaustive and may be amended or expanded at any time to align with evolving business expectations or market trends. Any modifications or updates to the job description will be communicated to you directly by your line manager to ensure clarity and maintain alignment with your role. We value open communication and encourage discussions regarding any changes to ensure that your responsibilities reflect the needs of the organization and your professional development.

Camp Beaumont Asia is committed to safeguarding and promoting the welfare of children and adults at risk. We will conduct extensive background checks on all successful applicants. All team members in the Group are expected to follow the Camp Beaumont Asia's safeguarding procedures. Any contracts offered are subject to satisfactory references, full employment history and Police Clearance Check. We make sure all our staff are vetted, selected, and trained fairly and to a high standard so that they can provide a safe, effective, and inclusive environment.

Camp Beaumont Asia guests come from a diverse range of backgrounds. As an employer we are committed to ensuring that our workforce is reflective of the customers we serve. Therefore, we actively encourage applications from people from a wide range of backgrounds and circumstances, particularly those from traditionally underrepresented groups.

Camp Beaumont is committed to diversity and inclusion and welcomes applications from all sections of the community.

Camp Beaumont Asia.