



## **Position: Program Director**

### **POSITION SUMMARY**

The Program Director directs, coordinates, and oversees camp programming through promotion and implementation of activities which will provide a progressive learning experience for the campers. The Day Camp Program Director generally supports all camp operations and directly supervises all unit staff. The Program Director reports to the Camp Director and acts as Camp Director in their absence.

### **QUALIFICATIONS**

- Must be 21 or older
- Have a desire and ability to work with girls ages 5-17
- Must have experience with youth programming or equivalent experience
- Teaching or child care experience desired; organized camp experience preferred
- Experience in Girl Scout programming, camp counseling and/or leadership techniques desirable
- Ability to use own expertise, talents, skills, and creativity to supplement and enrich camp programming
- Demonstrated ability and experience in supervising staff and youth
- Willingness to live in a camp setting and work irregular hours with limited or simple equipment and facilities
- Interact with girls, staff, volunteers, and families in a positive, professional manner
- Serve as a positive role-model for campers, staff, and volunteers
- Adjust, modify own behavior, and remain flexible and tolerant in response to changing situations and environments
- Patience and capacity to show interest and compassion for every camper and staff member
- Belief in the Girl Scout Mission and willingness to subscribe to the principles as stated in the Promise and Law
- Commitment to assuring that the diversity of campers and staff is appreciated. Flexibility in working with campers and staff from all socio-economic, religious and cultural backgrounds.
- Must have a valid driver license, reliable transportation, and current insurance
- Be able to pass a background check
- Must be available for the full duration of the employment period

**Reports To: Camp Director**

**FLSA Status: Seasonal Temporary**

## **ESSENTIAL FUNCTIONS**

### **Supervision**

- Support unit staff activity areas, as well as all-camp program offerings
- Ensure that all program goals and guidelines are met
- Participate in planning and conducting pre-camp training for camp staff
- Directly supervise unit staff
- Act as Resident Camp Director in their absence

### **Administration**

- Visit program areas daily to observe and guide staff
- Assist in the following:
  - Carrying out the Council's goals and objectives for the camping season
  - Planning and conducting parts of staff meetings and training as they relate to program activities
  - Evaluate program
- Coordinate time-off schedules for both program and unit staff
- Actively contribute to, support, and serve on the Administrative Team
- Submit orders for program equipment and supplies when needed, ensuring timely arrival of materials
- Ensure filling of program supply requisitions
- Conduct initial and end of season inventory and store all program equipment and supplies for safety
- Assist in packing all equipment and supplies at end of season
- Evaluate current seasons and make recommendations for equipment, supplies and program for following season

### **Risk Management**

- Ensure proper procedures are followed for all program activities
- Oversee and monitor proper use of program equipment
- Check equipment and make (or file for) repairs
- Conduct daily check of program area and equipment for safety, cleanliness and good repair
- Ensure proper procedures are followed for all emergency procedures

### **Program**

- Desire and ability to work with girls ages 5-17
- Ensure implementation of the Girl Scout Leadership Experience
- Assist camp staff in implementing camp programming by providing advice and assistance in planning activities, use of resources, and evaluations the camp experience. Promote progression in activities and experiences matched to abilities and interest of campers
- Oversee and assist unit staff in the scheduling of activities for campers
- Coordinate and oversee Camper Council involving campers in girl planning, using adult discretion and good judgment as necessary. Plan and implement "all camp" activities in conjunction with Camper Council. Programs should incorporate camper ideas as much as possible

- Set up, train staff in the use of, and maintain resources on topics including nature, outdoor skills, arts and crafts, teambuilding, and night activities
- Ensure individual girls have an opportunity to experience success at camp and participate in all activities
- Assist teaching camping skills and promote an appreciation of the out-of-doors
- Help provide an atmosphere for developing good morale and well-being among campers, staff, and volunteers
- Ensure continuations of historical Girl Scout and camp traditions

## **COMPETENCIES**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill and/or ability required. Individual should possess great communication skills, be able to work with campers, staff, volunteers, and parents. Individual should possess the ability to plan, organize and prioritize work, while managing Resident Camp programming and activities.

### **Authority and Accountability**

Accountable to Resident Camp Director. Incumbent has the authority to carry out work performance objectives agreed upon with their supervisor. Objectives are outlined at beginning of camp season and reviewed as needed, with a formal evaluation at the end of the camp season.

### **Supervisory Responsibility**

Provide direct supervision to Arts & Crafts Director, CIT Director, and Program Specialists

### **Required Training**

Approximately two weeks of pre-camp training including but not limited to Safety, Risk Management, Youth Development, Child Health and Welfare, Outdoor Skills, and Program Activities.

### **Language Skills**

Ability to read documents, write reports and correspondence, speak effectively in English.

### **Mathematical Skills**

Must be able to understand and perform math skills needed for the position (addition, subtraction, multiplication, division, percentages, ratios, fractions, and proportions to practical solutions) either with or without a calculator.

### **Reasoning Ability**

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form and carries them out.

### **Computer Skills**

To perform this job successfully an individual should have knowledge of Microsoft Office Suite software (MSWord, Excel, and Outlook).

### **Certificates, Licenses, Registrations**

Valid US driver's license required. Employees who use privately owned vehicles for council business are responsible for complying with local, state and federal laws. Employees will be required to carry a current driver's license, vehicle registration, personal and public liability insurance that meets state and council requirements. First Aid and CPR certification provided.

### **Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to stand, walk, sit, talk, hear, write, type, and carry. The employee is frequently required to use hands to finger, handle or feel and reach with arms and hands.

This position requires the ability to lift up to 30 pounds regularly, 50 pounds occasionally. Physical demands are normal to outdoor positions. The position may require you to be subjected to outside environments that include direct exposure to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic conditions, and uneven surfaces.

- Vision – close vision, distance vision, peripheral vision, depth perception and ability to adjust focus with the ability to read a computer screen, paperwork, other written materials.
- Manual dexterity – to handle phones, paperwork, pens, pencils, keyboard data entry, money, merchandise and operate a vehicle.
- Sit /Stand – for extended periods of time
- Gripping/Grasping – paperwork, pens, pencils, phone, other office equipment
- Writing – words, letters, numbers, symbols, using a pen, pencil or other writing instrument
- Walking – prolonged walking
- Driving – ability to drive camp vehicles for up to 4 hours

### **Work Environment**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. The main duties are performed outside. While performing the duties of this job, the employee is exposed to sun, heat, cold, rain, wind, water, humidity, dirt, dust, noise, traffic

conditions, and uneven surfaces. Living arrangements are in a camp setting in platform tents.

### **Mental Requirements**

The employee is required to have the ability to learn and comprehend basic instructions and carry them out. The employee is required to coordinate eyes, hands, and fingers rapidly and accurately in order to type and write. The employee is required to have the ability to understand the meaning of words and respond effectively. The employee is required to have the ability to perform basic arithmetic accurately and quickly as defined in the qualifications.

This job description in no way states or implies that these are the only duties to be performed by the employee in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments.

To perform this job successfully, the incumbent will possess the skills, aptitudes and abilities to perform each duty proficiently.

It is the policy of the Council to comply with all the relevant and applicable provisions of the Federal Americans with Disabilities Act (ADA), as well as state and local laws concerning the employment of persons with disabilities. The Council will not discriminate against any qualified employee or job applicant because of a person's physical or mental disability with respect to any terms, privileges, or conditions of employment, including but not limited to hiring, advancement, discharge, compensation, and training.

Essential functions and requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Where necessary and feasible, reasonable accommodations will be made for qualified disabled employees to perform the essential functions of the job in question, as long as the accommodation does not cause the Council undue hardship or violate any other policy. All employees are required to comply with safety standards. Applicants who pose a direct threat to the health or safety of other individuals in the workplace, which threat cannot be eliminated by reasonable accommodation, will not be hired.

The requirements listed in this document are the minimum levels of knowledge, skills or abilities.

This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.

Employee's Name

Date