

Camp Wonderful

Job Description

Job Title: **Camp Director**

Incumbent:

Classification: **Exempt**

Reports to: *The position a camp director would report to often depends on the size of the organization. If the camp is a part of a smaller organization, the camp director may report directly to the Executive Director of the organization or to a board of directors. In larger organizations, the camp director may report to a director of camping services, an associate director, or vice president. In privately owned camps, the Camp Director position may be an owner or the position may report to an owner of the camp.*

Position Purpose:

To further the mission of Camp Wonderful through the development and management of program, human resource, financial, marketing, and strategic operations.

Essential Job Functions:

1. Design, deliver, and evaluate camp program that meets the needs and interests of the camps target populations and ensure their delivery in a safe and quality manner.
 - Remain current with information on the developmental needs of youth.
 - Annually seek and analyze input from youth, families, and staff regarding the quality, safety, and enjoyment of the program and staff.
 - Develop and implement crisis and risk management procedures.
 - Design and ensure delivery of programs and activities appropriate to the camper population.
2. Oversee the financial management and fund development operations to allow for adequate annual funding and to meet long-term goals.
 - Develop and monitor budget for the camp operations.
 - Develop and design long-term fund raising strategies for the camp program and facilities.
3. Design and implement a marketing plan to increase camper attendance and camp usage.
 - Prepare and analyze enrollment trends.
 - Develop and implement recruitment and retention strategies.
4. Implement human resource management practices to recruit and retain seasonal and year-round staff.
 - Recruit staff based on camper enrollment and program management requirements.
 - Hire, train, supervise, and evaluate seasonal and year-round staff.
5. Manage property development and maintenance needs to ensure stewardship of current resources and identification of future needs.
 - Conduct annual assessment of property and maintenance needs.
 - Prepare annual and long-term property plan.

6. Oversee the daily operation of the summer resident camp including food service, program, business, camper and staff supervision, and health care.
 - Oversee the management of the food service area through supervision of Food Service Manager and review of food service program.
 - Secure sufficient coverage in health care staff and their implementation of the health care plan.
 - Develop and oversee the business management functions of the camp including financial record keeping, office operations, camp store, etc.
 - Oversee the systematic approach to data base management for campers, families, alumni, and donors.
 - Work collaboratively with internal and external groups to ensure the enhancement of the camp operation.

Other Job Duties:

This job may include work in other areas of an organization, involvement in professional associations, or perhaps work related to the broader vision of camping.

Relationships:

This job description should list persons and departments within a larger organization if there is such. It could list relationships with local, regional, and national professional or related organizations and businesses.

Equipment Used:

Most often camp directors would be proficient in computer skills and related word processing, data management, and Internet computer software. In addition, most are required to have knowledge of some maintenance, office, and kitchen equipment as well as ability to drive different vehicles.

Qualifications: (Minimum Education and Experience)

Most Camp Director jobs would require the minimum of a college degree and some administrative experience with a camp. Additional experience with programming and administering programs that reflect the camp's population is desirable.

Physical Requirements:

This position would require the ability to listen to others, observe others' actions, read text and information; comprehend instructions and manuals, and physical ability to move about the camp property in various environmental conditions.