



Program Director Position Description

Position Title: Program Director
Reports To: Outdoor Experience Manager
Status: Seasonal, Non-Exempt
Salary: \$325-\$450 per week

Position Summary

This position will be responsible for supervising program areas, organizing all-camp activities and campfires and other duties as assigned.

Major Responsibilities

- Plan, organize and implement all specialized programs at camp.
- Develop and conduct creative programs that incorporate weekly themes.
- Organize and maintain supplies and equipment.
- Prepare staff to implement special programs.
- Serve as a resource for staff about Girl Scout traditions, badge-work, camp activities, facilitating and other subjects on a daily basis.
- Assist with UL meeting and help to ensure that schedules are followed throughout the week.
- Fill in for program staff as necessary.
- Participate in staff team efforts displaying a positive and cooperative attitude.
- Other duties as assigned

Additional Accountabilities

- Actively support all efforts to increase cooperation, communication and collaboration between and among staff members, volunteers and girls
- Understand and internalize the importance of seeking resolution to problems and concerns by bringing them to the direct attention of supervisor in a timely manner
- Seek to improve the effectiveness and efficiency of all camp operations with positive and creative approaches to challenges
- Ensure that materials prepared and produced for the camp's internal and external audiences reflect the highest standards of excellence
- Demonstrate sound time-management skills by effectively and efficiently organizing, prioritizing and completing multiple assignments in a timely manner
- Maintain strict confidentiality when handling sensitive information
- Attend all administrative meetings as needed
- Continually seeks and accepts opportunities for personal and professional growth
- Ensure that diversity and pluralism are embraced and incorporated into the design and delivery of camp experiences; actively support and promote the camp's commitment to diversity and inclusion
- Respond to all emergency and crisis situations quickly and calmly

Requirements

- Minimum age of 21
- Current driver's license and at least three years of driving experience; ability and willingness to drive a 15-passenger van
- Hold current certification in standard First Aid and CPR as per ACA guidelines
- Belief in the purpose and value of Girl Scouting; must be a registered member of Girl Scouts or become a member upon acceptance of position
- Strong commitment to diversity, equity and inclusion
- Ability to communicate with staff, campers and parents with diplomacy and tact

Physical Requirements

Any 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 accommodation may be made to enable qualified individuals with disabilities to perform the essential functions unless this would cause an undue hardship to the council.

- Prolonged standing, bending, stooping, walking long distances, hiking, climbing and stretching
- Moderate lifting (up to 50 pounds)
- Walking on uneven terrain, up and down hills for distances up to 1/2 mile multiple times each day
- Endurance to meet emergency needs
- Ability to live in a camp setting and work irregular hours
- Ability to tolerate daily exposure to the sun, heat and animals such as bugs, snakes, bats, etc.

Disclaimer Statement

The above is intended to describe the general nature and level of work being performed by employee(s) assigned to this classification. They are not intended to be an extensive list of all responsibilities, duties and skills required of personnel so classified. Other functions may be assigned and management retains the right to add or change the duties at any time. The employee is expected to adhere to all organization policies and to act as a role model in the adherence to the organization policies.

I have read and understand the job description. I attest that I am qualified and able to perform the duties of this position as described.

Employee's Signature _____ **Date** _____