

**Position: Program Director**

**Position Overview:** The Program Director is responsible for overseeing and implementing comprehensive camp programming that delivers an exceptional experience for campers. This role includes coordinating activities, events, and Leadership Exploration and Development program (LEAD), ensuring smooth operations and alignment with camp goals.

**Reporting and Relationships:** the Program Director will supervise program facilitators, and work closely with leadership staff. They report to the Camp Director.

**Expected Pay and Benefits:**

- Weekly Pay: \$625
- Season End Performance Bonus<sup>1</sup>: \$1550
- Room and board included (valued at \$69.40/week)
- Travel support to camp at the beginning and end of camp

**Anticipated Start:** June 16, 2025    **Anticipated End:** Aug 22, 2025

- Leadership Team Training June 16th- 21st
- Staff Training: June 23rd - July 4th
- Camp: July 6th - Aug 15th
- Camp closing: Aug 17th - 22nd

**Key Responsibilities** (include but not limited to the following):

- **Camper Experience:** Create a welcoming and inclusive environment that ensures every camper has a memorable and enjoyable camp experience.
- **Program Development:** Design and oversee camp programming, including daily activities, mini-events, and weekly themes, ensuring a fun, engaging, and organized experience for all campers.
- **LEAD Integration:** Coordinate and integrate the participants of the LEAD program into overall camp activities, ensuring meaningful learning opportunities and alignment with camp structure.
- **LEADer Evaluation:** Evaluate LEADers' progress through assessments, provide constructive feedback, and recommend future roles based on performance. Collaborate with counselors to coordinate LEADer placements.
- **Event Planning:** Plan and supervise special events, collaborating with staff to ensure seamless execution.
- **Staff Coordination:** Assign and manage weekly duties for counselors and program staff, offering clear direction and support.
- **Communication:** Maintain active communication with volunteers and potential donors prior to camp, supporting program readiness and external partnerships.
- **Camper and Staff Support:** Be available to address camper, staff, or program-related concerns, promoting a supportive and inclusive camp environment.
- **Policy Adherence:** Familiarize yourself with and follow all camp Policies and Procedures, promoting a safe and organized camp environment.

### **Core Expectations:**

- **Visible Leadership:** Maintain an approachable and supportive presence throughout camp, serving as a role model and resource for staff, LITs, and campers.
- **Inclusive Atmosphere:** Foster a positive, inclusive camp environment through collaboration, mentorship, and proactive communication.
- **LIT Skill Development:** Create structured opportunities for LITs to develop leadership skills and contribute meaningfully to camp activities.
- **Time Management:** Effectively organize and balance planning, coordination, and supervision to meet program goals.
- **Proactive Support:** Assist staff as needed to ensure smooth program operations and resolve challenges promptly.
- **Preparedness:** Should be prepared for a variety of situations and aware of the protocols for seeking assistance when necessary.

### **Qualifications:**

- **Risk Assessment:** A Police Check with Vulnerable Sector Screening is required for this position.
- **Experience:** Demonstrated experience in camp programming, leadership roles, or youth development programs.
- **Skills:** Strong leadership, communication, and problem-solving skills with the ability to manage a team effectively and to build positive relationships with campers, staff, and volunteers.
- **Certifications:** Relevant certifications (e.g., First Aid, CPR) as required.
- **Team Player:** Demonstrates collaboration, adaptability, and the ability to foster a positive and cooperative team environment.

### **About Rainbow Camp:**

Rainbow Camp provides a safe, empowering, and fun place, in nature, where 2SLGBTQ+ and allied youth can explore their gender identities, freely express themselves, and form new friendships in a supportive and caring environment.

### **Our Core Values:**

- **Inclusivity:** Make every camper feel welcomed, seen, and validated, respectful of their gender identity or sexual orientation. We strive to create an environment where campers feel secure and supported to be themselves. (Our staff complement are role models of this value.)
- **Diversity:** We respect and celebrate the full spectrum of identities within the 2SLGBTQ+ community and allies as they emerge and evolve.
- **Joy:** We believe that summer camp should be a fun and memorable experience for all. We provide activities and opportunities for campers to explore their interests and build new skills.
- **Self Expression:** We encourage self-discovery and growth of authentic selves, and the confidence and tools to express themselves, at camp and once they return home.

- **Community:** We cultivate an accepting, supportive community where campers can find acceptance and form new and lifelong friendships. Supporting campers by giving them the tools to be more engaged in their home communities.
- **Inspiration:** We aim to inspire campers to be confident in who they are, and speak up for themselves in their families and communities. We also want to inspire our campers to make positive change in the world around them when they are ready to.
- **Education:** Providing educational programming with measurable learning objectives, that foster understanding and acceptance of the 2SLGBTQ+ community is core to our purpose. We believe that the educational approach is key to breaking down barriers and creating a more inclusive society.

**To Apply:** No cover letter or resume necessary; Apply online at [rainbowcamp.campbrainstaff.com](http://rainbowcamp.campbrainstaff.com)

<sup>1</sup>: Performance bonus is entirely at the discretion of WFA. Factors in the evaluation include but are not limited to completing the season, work performance, and helping with all tasks related to preparing the camp for closure at the end