

# Director Performance Profile

## Director Skills:

- Exceptional emotional intelligence, along with eagerness to support EQ growth in campers and village counselors alike
- Proactivity in the realm of meaningful community building; thorough understanding of scaffolding principles and willingness to mentor staff effectively
- Ability to keep track of many different moving parts of a summer at camp, and hold them all with love and care. Multitasking is absolutely crucial!
- Love for logistical organization; ability to balance administrative responsibilities with counseling
- View processes with a critical yet understanding eye. Can zoom in to account for specific details while also zooming out to gather important big-picture context in a variety of different situations
- Flexibility and thrives in an organic work environment; is ready to move where needed knowing that this may change regularly, sometimes daily and hourly. Needs to anticipate changes in direction, and manage necessary administration tasks effectively.
- Love for working with and teaching children and staff in a safe, fun, and intentional manner

## Director Tasks:

- Independently create a system of organization to ensure that all domains of responsibility are held with care and consistency throughout the summer
- Supports all other staff in their roles by checking in with them on a daily basis, with a focus on the Village Leaders. Able to hold them with care, while also challenging them and channelling them through a process of growth in line with Augustan values and philosophies
  - Actively scaffolds staff to grow in their personal capacity for excellent work
- Responsible for oversight of some satellite camp programs, including CIRCLE and JC. Communicates directly with the directors of those program areas to ensure smooth functioning across the board.
- Oversees risk issues and management; spearheads a creative and effective risk awareness and mitigation program that all staff can understand and participate with. Significantly innovates the risk program in meaningful ways every month.
- Read and digest all key philosophies of Camp Augusta; contribute to staff manual edits as appropriate
- Engages with the rest of the camp community to offer fun, memorable experiences even beyond the realm of the Director
  - Teaching activities, auction prizes, special wake-ups, cabin activities, playstations, evening programs