

# PROGRAM DIRECTOR

We are looking for an administrative-focused program director, someone to provide leadership in an established community of intentional growth, compassionate communication and a communal ethos of empowerment. Working with the Camp Director, you will be responsible for process improvement, camp management, and staff development. This person is a systems guru, with a critical yet supportive eye across multiple domains, and an ability to gather, analyze and implement big-picture improvements effectively to create sustained and measurable growth. This role focuses largely on management and development of people, processes, and systems to an exceptional standard. Applicants for this role would need to provide tangible evidence of leadership, development, and management. This year-round role will start in early May and continue into the off-season with staff hiring and camper registration.

## SKILLS

- Working with others: regularly will review staff program teaching quality, and be proactive to making improvements that may be activity-specific or teaching-skill oriented. Designs mid-summer training and reminders, and keeps motivation high.
- Revels in opportunities to examine processes and offer intentional improvements across a wide spectrum of programming
- Actively builds positive and communicative relationships with every member of the community to invite a collaborative atmosphere
- Love for working with and teaching children in a safe, fun, and intentional manner
- Efficient and detail-oriented: looks ahead through the summer and identifies tasks and needs with priority-insight and a logistics perspective
- Innovative and creative; constantly devising effective ways to offer more logistical support to the camp community and executing them at a high quality
- Expert at delegation, combined with willingness to offer support to any realm of camp as needed

## TASKS

- Has a wide view lens: will oversee 150+ activities - reviewing, evaluating and improving upon the camper experience
- Manages budgets for all program areas, ordering at the beginning of the summer for all activities and then rarely again throughout.
- Leads the design and execution of three-and-a-half week staff training program pre-summer
- Designs and implements weekend programming with the Village Leaders and Master of Fun and Games.
  - Fosters new ideas from staff, and uses the knowledge of each individual to spot opportunities for new programming ideas.
  - Ensures alignment between weekend programming and overall Augusta philosophy of wish, wonder and surprise.
- Benchmarking and feedback: looks at other programs, camps, schools and brings in new ideas, and better ways to do things; manages and organizes valuable information from various feedback sources (camper evals, staff evals, focus groups, etc.)
- Responsible for oversight of some satellite camp programs, including EQ and Wilderness. Communicates directly with the directors of those program areas to ensure smooth functioning across the board.
- Engages with the rest of the camp community to offer fun, memorable experiences even beyond the realm of the PD: Story experiences, special wake-ups, cabin activities



Camp Augusta is a nonprofit residential summer camp in northern California. We are focused on counseling skills, creativity, excellent programming, and camper choice, and seeking experienced, hardworking, enthusiastic, and passionate people for our small summer community to create an epic and life-changing experiences for campers.

[WWW.CAMPAUGUSTA.ORG](http://WWW.CAMPAUGUSTA.ORG)

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