



## Position Description

**Position Title:** Program Coordinator  
**Reports To:** Camp Director  
**Status:** Seasonal, Exempt  
**Salary:** \$400-450 per week  
**Dates:** May 27-August 2

### About Our Program

Come join Girl Scouts Carolinas Peaks to Piedmont for your best summer yet! We are looking for enthusiastic, passionate and fun-loving staff members to help bring the camp magic to life for our girls.

We will run overnight camp at two of our camp properties: Keyauwee Program Center in Sophia, NC and Camp Ginger Cascades in Lenoir, NC. Staff will have the unique opportunity to work at both properties, spending the first 2.5 weeks at Keyauwee and then moving to Ginger Cascades for four weeks. In addition to overnight camp, there will be a special, one-week camp session at Camp Pisgah in Brevard, as well two weeks of day camp held at offsite locations in Greensboro and Iredell County. Camp team members hired for overnight camp will also assist with these additional camp opportunities.

So, are you ready to share your love of the outdoors with girls this summer? Are you ready to grow in your leadership skills and make connections with others who are dedicated to bringing girls outside? We hope so!

### Position Summary

This position reports to the Camp Director and will be responsible for designing and implementing all specialized programming at camp. This includes planning activities to help campers earn their badges for the week and All Camp activities each day that reflect theme weeks at camp. The Program Coordinator will also be responsible for training and supervising staff at program areas like Climbing Wall, Waterfront, Arts and Crafts, and STEM. This position will be the direct manager for program staff including the Adventure Coordinator, STEAM Coordinator, and Waterfront Coordinator. This individual must possess the strength and endurance required to maintain constant supervision of campers and staff in a variety of activities. The Program Coordinator is part of the Administrative Team at camp and will work closely with the rest of the team to ensure that we are conducting safe and high-quality programming at all times and help with other duties as assigned.

### Major Responsibilities

- Design and implement all specialized programs, including badge work and All Camp activities that reflect theme weeks at camp.
- Supervise program staff including the Adventure Coordinator, STEAM Coordinator, and Waterfront Coordinator.
- Train and supervise staff at program areas like the Climbing Wall, Waterfront, Arts and Crafts, and STEM.
- Assist with planning and facilitating staff training.
- Communicate specialized program plans to staff in a thorough and timely manner.
- Serve as a subject matter expert for staff about facilitating activities, Girl Scout traditions, badge work, and other subjects on a daily basis.
- Foster camaraderie and positive attitude among staff.
- Serve as a guide, mentor and role model to campers and staff.
- 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**

- At least 21 years old.
- 3 years of work experience working with youth, preferably in a resident camp setting.
- 1 year of experience supervising staff.
- At least 1 certification in a specialized program area such as Climbing Wall, High Ropes Course, Lifeguard, Archery, etc.
- Must successfully pass a criminal background check and a driver history check.
- Current First Aid/CPR certification, or ability to obtain certification.
- Current driver's license and at least three years of driving experience; ability and willingness to drive a camp vehicle.
- Must have the strength and endurance required to maintain constant supervision of campers and staff in a variety of activities.
- Passion for working with youth.
- Love being outdoors and willing to work outdoors in the heat, humidity, and rain.

- 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 ½ mile;
- 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 are 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** \_\_\_\_\_