



Camp Lincoln Director

The Opportunity

For over a century, the North Country Camps--Lincoln for boys and Whippoorwill for girls--have been a unique Adirondack treasure. Providing thousands of children with real wilderness, athletic and creative adventures, North Country Camps' strong community spirit emphasizes working together and doing your share; the freedom and accompanying responsibility of learning to make your own choices; and the sheer joy of simple, down to earth, outdoor living and playful fun. In an increasingly screen-driven world of over-programmed activities that are far removed from nature, the role of camp for children and young adults has never been more vital.

Our purpose is to offer our campers and their counselors an extended opportunity to live together simply in safe, healthy, cheerful, yet challenging outdoor surroundings. We believe in introducing children to a camp community where they have a say in what takes place; where life is dynamic and purposeful, yet unhurried; where they can develop skills at their own pace; where they can find their own style and self-worth without excessive competitive tension; where adventure is real, yet carefully supervised; where learning is the result of participation. We are eager to sharpen awareness of the wilderness environment and enlist our community in finding sensible ways to preserve it.

The Role

Reporting to the North Country Camps Foundation (NCCF) Board of Directors, the Director of Camp Lincoln will make a lasting positive impact on the lives of countless children and young adults. Working collaboratively with the Director of Camp Whippoorwill, the Lincoln Director strategically plans and executes a safe and joyful summer for all members of the camp community that keeps them coming back summer after summer. A successful Director loves being outdoors and working with children, adolescents, and young adults. While the camps have been running successfully for over 100 years, there is currently a rich opportunity for visionary leadership and growth in the position as we consider how to strengthen our traditions while exploring new opportunities, including a program focused on 16 year olds, family camp sessions, and more engagement with alumni.

During the camp season, the Director must be located on campus in Keeseville, NY. Primary responsibilities are the following:

- Provide a safe and warm environment to facilitate the social and emotional health and growth of campers--including helping them make developmentally-appropriate choices and advance their social skills for living in a close community,
- Oversee the daily operation of camp including activity program, trip program, and camper and staff supervision
- Lead by example and effectively manage a staff of about 30 employees, including the camp nurse, food service manager and maintenance crew
- Initiate and respond to communication with camp families
- Assess camper adjustment, experience and program throughout the camp season
- Provide supervision and ongoing training to staff through evaluation of staff performance, monitoring of well-being, and provision of constructive feedback and support on a regular basis
- Create and implement a crisis and risk management plan
- Organize and execute preseason maintenance, opening physical camp, and staff orientation and training prior to the beginning of the camper season.

During the camp off-season, work location is flexible. Primary responsibilities include camper recruitment and staff hiring and working with the NCCF board to continually improve North Country Camps. Including:

- Communicate regularly with prospective and returning families (including newsletters, emails, phone calls and virtual and in-person open houses) to recruit and enroll campers
- Recruit, hire and assign prospective and returning staff for kitchen, maintenance, health care, supervisory, and counseling positions
- Work with Whippoorwill Director, NCCF Board of Directors and financial staff to develop and manage the overall camp budget
- Review and revise relevant plans and standards annually (*N.Y.S. Department of Health Safety Plan, American Camping Association Standards, family and staff handbooks, employment policies, camp policies, program plans*)
- Assess, communicate, and oversee off-season maintenance and construction projects and supply needs to keep physical plant in great condition for the overall safe running of camp
- Update the Board regularly about camp issues and concerns
- Lead marketing and communications efforts, including updates to camp website and other communication tools
- Participate in continuing education and professional learning opportunities.

Qualifications & New York State Requirements

- Exceptional interpersonal and communication skills
- Extensive summer camp management experience, or equivalent
- Cross-functional leadership ability
- Experience managing an organizational budget, or willingness to learn
- A bachelor's degree, or at least 25 years of age per N.Y.S. Department of Health
- At least 24 weeks of previous administrative or supervisory experience in camping or equivalent experience acceptable to the State Commissioner of Health;
- A notification from the Department of Social Services State Central Register of Abuse and Maltreatment that the director has not been subject of an investigation report; and
- A notification from the Department of Social Services State Central Register of Abuse and Maltreatment that the director has not been subject of an investigation report; and
- The submission of a form entitled Prospective Children's Camp Director Certified Statement Relative to the Conviction of a Crime or the Existence of a Pending Criminal Action, as developed by the commissioner, and a determination by the local permit-issuing official that the camp director has no criminal conviction record for which: (i) there is a direct relationship between one or more of the criminal offenses and the applicant's employment as a camp director; and (ii) employment as a camp director would involve an unreasonable risk to the property or to the safety or welfare of camp participants or the general public.

Benefits

Salary is negotiable and based on experience and final contractual list of responsibilities. Benefits and paid vacation are included. The Director will be provided lodging and meals for the camp season. Camp tuition, in-season childcare included.

North Country Camps Foundation values diversity and aims to build a team with a multiplicity of backgrounds, identities, and lived experiences that inform and strengthen our work. NCCF is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.

Please send inquiries to careers@nccampsfoundation.org

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