



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

FAMILY YMCA OF MARION & POLK COUNTIES
PO BOX 110, Salem, OR 97308
503.581.9622 | www.theYonline.org

JOB TITLE: Leadership Development Director
DEPARTMENT: Camp
REPORTS TO: Program Director
LOCATION: Camp Greider
STATUS: Salary, Exempt
PAY RATE: \$400/week

Position Summary:

The Leadership Development Director is responsible for the development and implementation of Camp Greider's Leadership Development program, consisting of Leaders in Training (LIT) and Counselors in Training (CIT). The Leadership Development Director is responsible for planning and leading LIT/CIT activities while working as a resource to support the development of both staff and campers. The Leadership Development Director supervises camp staff assigned to the program and oversees the care of the campers in the LIT/CIT programs. Act as a Senior Counselor when needed.

Entry Requirements:

- Age 21 or over by start of camping season preferred.
- Two years of college OR an equivalent in camping work experience preferred.
- Prior leadership with groups of children at camps, youth groups, education settings, or community groups.
- Prior experience developing and implementing curriculum, preferably in a camp setting.
- Supervisory experience, especially with one's peers, preferred.
- Possess desire and ability for working with children and teens.
- Ability to understand the needs of campers and place campers' needs and camp's needs ahead of personal needs.
- Ability to relate to one's peers, supervisors, and children effectively.
- Ability to work in outdoor environment and display an appreciation and understanding of the natural environment to campers.
- Possess flexibility, maturity, and the ability to work with minimal supervision.
- Enjoy working and interacting with people of all types and ages, with a special emphasis on children, modeling and utilizing the important core value of caring, honesty, respect, and responsibility.
- Excellent communication (written and verbal) and interpersonal skills are vital to this position.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community.
- Must be CPR and First Aid certified or willing to become certified within the first 30 days of employment. (Certification classes available upon employment.) Lifeguard certification encouraged.
- Current Oregon Food Handler's Certification.



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Essential Functions:

- Design and implement LIT/CIT curriculum which provides leadership skills to teen campers. Follows YMCA Camp Greider's staff training program.
- Supervise staff assigned to program, serving as their leader and mentor and provide ongoing feedback and coaching.
- Place LIT/CITs with staff who can help develop and support the needs of the LIT/CIT.
- Ensure counselors provide supervision, leadership, and guidance to campers.
- Evaluate and provide feedback for LIT/CITs throughout the program.
- Serve as a Senior Counselor, fulfilling all stated duties and responsibilities, during weeks when Leadership Development Program is not offered to participants.
- Assist in any area of camp as directed, providing coverage for groups as needed.
- Communicate with families at check-in and check-out as needed.
- Participate in all courses, activities, classes, training, and planned sessions during the weeks of pre-camp.
- May work with Camp Director and Camping Services Director to help design and implement staff training.
- Create and maintain a harmonious, positive working relationship with fellow staff, YMCA Camp Greider campers, participants, and the entire camp community.
- Demonstrate commitment to quality, the core values of the YMCA, and joy in working with youth of all ages.
- Support and contribute to a safe, clean camp environment for staff and guests.
- Maintain knowledge of association policies and procedures, risk management and safety practices.
- This position is responsible for supporting the overall association's initiatives through camp.
- Ability to work independently, organize, and prioritize tasks and communicate effectively.



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Work Environment & Physical Demands:

- Physically able to accompany campers to and participate in all camp activities.
- Able to communicate verbally with campers and to provide instructions.
- Possess visual and auditory ability to respond to critical incidents and physical ability to act swiftly in emergency situations.
- Able to observe camper behavior, respond to health and safety concerns and deal appropriately with camper behavior.
- Able to work long hours including nights and weekends.
- Able to work outdoors in varying weather conditions (rain, heat etc).
- Able to follow all camp rules and YMCA policies and procedures as outlined in the Staff Handbook.
- May work at another camp location as needed.