



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: Outdoor Skills Director
DEPARTMENT: Camp
REPORTS TO: Program Director
LOCATION: Camp Silver Creek
STATUS: Salary, Exempt
PAY RATE: \$265/week

Position Summary:

The Outdoor Skills Director is responsible for organizing and maintaining all outdoor skills equipment in good and working order, ready for distribution as needed. The Outdoor Skills Director is responsible for developing programming in archery, hiking, and environmental education. The Outdoor Skills Director will provide direct supervision of outdoor skills programming, assisting the counseling staff in successfully guiding campers through the activities. The Outdoor Skills Director may serve as the program staff in unit for counselor support and emergencies.

Entry Requirements:

- Age 19 or over by start of camping season preferred.
- Two years of college OR an equivalent in camping work experience preferred.
- Prior leadership experience with groups of children at camps, youth groups, education settings, or community groups.
- Experience in and knowledge of archery skills, environmental education, hiking, camping, and other outdoor activities.
- 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 camper's 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 accept 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.
- 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 Outdoor Skills programming, including but not limited to archery, hiking, fishing, wilderness overnights, and environmental education.
- Develop engaging outdoor activities with a focus on exploration of the outdoors and nature.
- Provide support and leadership for counseling staff as appropriate.
- Ensure outpost storage is organized and all equipment is maintained in good condition.
- Maintain accurate and organized records of regular, performed maintenance checks of archery, bouldering wall, fishing, and other supplies and equipment as assigned by supervisors.
- Conduct ongoing observation of staff measuring use of established safety regulations, appropriate instruction, and their ability to identify and manage environmental and other hazards related to outdoor skills activities.
- Ensure staff are familiar with emergency procedures surrounding outdoor skills programming areas.
- Communicate with Program Director for all program needs.
- Assume responsibility for the health, welfare, and safety of campers under their supervision.
- Assist in any area of camp as directed, providing coverage for cabin groups as needed.
- Supervise counseling staff assigned to unit. Must be prepared 24 hours a day and ready to act in an emergency situation.
- Communicate with families on check-in and check-out days as needed.
- Be in attendance at the weekly 12:00 PM Sunday program staff meeting and 12:30 PM staff meeting.
- 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.
- Follow all Standards set forth by the ACA (American Camping Association) and state park regulations relating to hiking and nature exploration.
- Create and maintain a harmonious, positive working relationship with fellow staff, YMCA Camp Silver Creek 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.
- Consistently provide friendly, courteous assistance exceeding customer expectations every day.
- 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, and applicable laws.
- 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.) and live in a rustic outdoor setting.
- 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.