



Title: Camp Director

Reports to: Chief Programs Officer

Location: Zilker Park / Lake Travis / Kyle / Remote-Hybrid

Type: Full-Time

About Austin Sunshine Camps (ASC)

The mission of ASC is to provide the magic of overnight camp without the barrier of cost. We envision a world where all children have a place to grow, connect, and explore. Since 1928, ASC has provided free, fun-filled overnight camp programs for children at no cost to their families.

ASC offers overnight camp programs during the summer, spring break, and winter break. Our overnight camps are accredited by the American Camp Association (ACA), which represents the industry's highest standard. Each year, we provide overnight camp to 760 children ages 8 to 15. Our 8 to 11-year-olds attend our Zilker Camp in Zilker Park and our 12 to 15-year-olds attend our Lake Travis Camp in Marble Falls. They swim, canoe, hike, learn new skills, create crafts, make music, and much more.

During the school year, we engage with our camper families through seasonal programs and events. These programs deepen relationships with families and increase access to the life-changing experience of camp.

About the Position

We are expanding the "ASC Magic" beyond the summer. We are seeking a visionary Camp Director to join our team and serve as the primary architect for our inaugural Winter and Spring Break sessions.

While our team of three directors operates on a dynamic rotation to provide high-level oversight across all programs, this specific role is a "founding" position for our expansion. You will bridge the gap between high-level strategic design and "boots-on-the-ground" leadership, ensuring Austin's youth have world-class experiences all year long.

Reporting to the Chief Programs Officer, the Camp Director is responsible for all programming, as well as all camp-related operations and activities. The primary focus areas of this role are programming, operations, project management, people leadership, curriculum development, and planning. In addition, candidates should have well-rounded knowledge of youth development, vendor management, budgeting, and community engagement. This position will also partner with HR to hire and onboard all seasonal employees. The Camp Director is on-site and on-call during the entire duration of their assigned session.

Your Impact

Year Round Activity (Outside of Camp Programming)

- Create and document innovative, age-appropriate programming for your camp session(s).
- Ensure program quality and measure outcomes against organizational logic models.
- Collaboratively create, and implement, year round programming geared towards new campers, returning campers and families.
- Participate in the creation and implementation of training material for all seasonal staff including our Counselors-In-Training and Collegiate Volunteers.
- Drive camper enrollment by personally engaging with families and campers at partner schools, non-profits, and businesses through outreach and education.
- Create and implement a plan to identify and recruit qualified campers.
- Serve as a liaison to local community, government, and accrediting organizations.
- Manage relationships with third-party vendors.
- Partner with HR to recruit seasonal staff and collegiate volunteers to support daily operations at all camp sessions.
- Collaborate on the creation and management of the camp budget.
- Attendance at First Time Camper Events, Returning Camper Events, and any other events necessary to build and maintain relationships with campers and their guardians (including nights and weekends).
- Uphold operational safety standards, protocols, inspections, emergency procedures, and staff training in accordance with ASC Policies and Procedures, American Camp Association (ACA) accreditation standards and the Texas Youth Camp License Rules

Camp Sessions (Spring Break, Winter Break, and Summer)

- Own and oversee youth overnight camp operations for your assigned location & program
 - Summer camp runs 10 day/ 9 nights June-August
 - Spring break camp runs 7 day / 6 nights
 - Winter break camp runs 7 days / 6 nights
- Ensure all camp logic model metrics are met for all sessions, leveraging qualitative and quantitative data to iterate on programming and ensure continuous improvement of the camper experience.
- Serve as the primary driver of a camper first culture, full of camp spirit, empathy, grit, and energy required to deliver top-tier youth programming.
- Lead a team of seasonal staff members with responsibilities including supervision, coaching, team building, and corrective action.
- Manage camp budget, conduct routine inventory and procurement of supplies.
- Oversee the Kitchen Manager and kitchen assistant to ensure the delivery of three nutritious, kid-friendly meals and two snacks daily for campers and staff.
- Lead the response to medical emergencies, severe weather, or facility issues.
- Work with Camp Health Officer to manage camper records and log incident reports.
- Responsible for opening and closing of camp, equipment upkeep, records management, and end-of-season reporting.
- Maintain adherence to American Camp Association (ACA) standards and Texas Department of State Health Services (DSHS) regulations.
- Oversee general appearance and upkeep of camp facilities. Ensure safety and cleanliness of grounds at all times. Partner with facilities team and vendors to make repairs.

- Other duties as assigned

Who You Are

You take ownership. You are accountable for personal and team results. You take initiative without being asked. You get your hands dirty when needed. You lead by example.

You're a proven leader. You can identify potential and develop talent. You are a cheerleader and coach. You know how to bring the best out of people. You care.

You can handle complex stuff. Logistics is in your DNA. You know how to add structure and build processes. Multitasking doesn't phase you.

You believe in the power of camp. You understand the inner-workings of camp. You know firsthand the impact of camp on campers. You exude passion in your work.

Requirements

- Must be able to live onsite at camp in Central Texas (Austin or Marble Falls) when camp is in session
- 4+ years experience in camp leadership, site operations, youth programming or related field required
- 2+ years of people leadership required
- Knowledge of camp management systems preferred
- Ability to establish priorities, develop reports and meet deadlines
- Ability to maintain composure and work efficiently under pressure and in changing conditions
- Ability to acquire and maintain required certifications (Lifeguard Trainer, CPR/First Aid Trainer, Ropes Course Level 1 Facilitator, Archery Certificate, Food Handlers Certificate, Youth Protection)
- Experience leveraging camp management platforms such as CampBrain or similar systems preferred.
- Valid driver's license and ability to pass a criminal background check
- Bachelor's degree in Social Work, Education, Child Development, Outdoor Recreation or similar degree preferred
- Conversational Spanish proficiency (preferred)

The pay range for this role is:

\$50,000 - \$65,000 USD per year