



Job Title:	Camp Director
Location:	Mt. Gilead, Ohio / Remote
Job Status:	Full Time
Reports to:	Chief Mission Officer
Team:	Camp Operations Team

The **Camp Director** holds the core value Campers First as golden. They are moved by the positive impact that camp outcomes make in the lives of children with a serious illness and their families and believe in the direct correlation between outcomes and the social and emotional needs of campers. They are deeply compelled to join the mission to be a part of building greater resiliency for all.

The Camp Director leads with purpose to prioritize safety, create accessibility, and integrate each function of the camp operations team by elevating programs so campers can heal, grow, and thrive. They do their best work while being held to high, but attainable, standards to move the mission forward. They excel in leading the experience design and daily operations of camp, with a drive for excellence, and above and beyond hospitality. They are a dedicated coach and team player who is skilled in culture-building, youth programming, and identifying core processes - with personal values of authenticity, humility, and empathy.

The Camp Director stays calm under pressure with experience navigating emergencies, operating from a solutions-focused mindset, and is All In to receive, reflect, and resolve to better themselves, the team, and the delivery of camp's mission. Above all they will feel connected to FHF's organizational values, to Be All In, Take Initiative, Be Trustworthy and Have an Attitude of Optimism.

Department Overview

The **Camp Operations Team** makes camp a reality by designing & implementing intentional outcomes-based programming that is adapted to meet the developmental, physical, psychosocial, and medical needs of our campers. The team ensures a safe environment through meticulous emergency and risk management planning. The camp operations team builds the camp community of adults needed to serve campers by recruiting, selecting, and supporting qualified volunteers and seasonal camp staff.

Responsibilities

The responsibilities for this position include, but are not limited to, the following:

Camp Experiences

- Serve as the Director on Duty during all camp sessions (residential, family camps, day programs, etc.)
- Conduct risk management and emergency preparedness trainings and practices; and respond to in-camp emergencies in the lead role as "Command"
- Lead the refinement and integration of camp program outcomes, and core processes, including the development of camp program themes
- Oversee the design and integration of program schedules for all camp sessions

- Collaborate with facility, medical, and recruitment teams to safely deliver camp programs and oversee the integration of program adaptations
- Lead, manage, and hold accountable full-time and seasonal staff and volunteers
- Live on-site during camp programming; maintain a flexible work schedule throughout the year to provide leadership to camp operations, and provide inter-session coverage during summer season

Volunteer & Seasonal Staff Experiences

- Elevate the delivery of educational, corporate, and traditional volunteer experiences through the infusion of servant leadership with the Education & Volunteer Manager
- Lead core FHF trainings on emergency preparedness, culture, and other key trainings and motivators as required

Camper Engagement

- Build and strengthen relationships with hospital champions, psychosocial health clinicians, the Board of Directors, and Medical Advisory Council as needed alongside the Chief Mission Officer, Medical Director, and Associate Director of Psychosocial Health
- Lead research, data, evaluation, and outcomes efforts to improve intentional program delivery, impact messaging, as well as donor and partner engagement alongside the Chief Mission Officer

Camp Risk & Operations

- Ensure organization compliance with SeriousFun Children's Network Membership Standards, American Camp Association Standards Certification, and applicable state and county regulations relating to the operation of camp
- Support Chief Mission Officer in overseeing the program budget; including seeking opportunities for grants and in-kind donations to support the mission
- Serving as a relationship manager, hold key donor relationships, and oversee implementation of partner programs into the camp experience

Required Skills & Experience

Required qualifications for this role per American Camp Association standard ST.5.1-4:

- (ST.5.1) Minimum of 2 seasons of administrative or supervisory experience in a year-round residential camp setting
- (ST.5.2) Completes an average of 5 hours per year of professional development that addresses the individuals needs related to ACA core competencies
- (ST.5.3) Is at least 25 years old
- (ST.5.4) At least 24 weeks of experience working with children with serious illnesses

Required qualifications per FHF hiring practices:

- Bachelor's degree in a relevant field of study
- Minimum 5 years' experience in a residential camping, preferably in a medical camping environment (or related field)
- General computer skills including working knowledge of Microsoft Office programs
- Valid Driver's License

Preferred Skills & Experience

- Experience designing and facilitating training sessions
- Experience in management and conflict resolution
- Public speaking experience and ability to facilitate programs
- Experience hiring, supervising, and supporting staff and volunteers
- Ability to make scheduling assignments and order supplies and equipment
- Experience with budget creation and maintenance
- Positive communication, supervision, and support skills
- Ability to accept guidance and supervision
- Proficient or certified to operate high-ropes and/or challenge courses - preferred
- Level 1 or 2 Archery certified - preferred

Expectations & Requirements for all Flying Horse Farms Staff

We live our Values. We are each responsible for knowing our values and nurturing our culture:

- **We are All In.** We demonstrate a willingness to do what it takes to get the job done, we are supportive and loyal, show up present and ready and we are passionate about "Campers First."
- **We have an Attitude of Optimism.** We find what's working and make more of that happen, demonstrate adaptability within ambiguity, spread joy and hope and ensure everyone we interact with feels "Welcomed Home."
- **We are Trustworthy.** We are consistent, dependable, and steady, truthful and operate with transparency, take ownership for our work and "See the Best" in others.
- **We Take Initiative.** We are driven, work towards goals with fortitude, pay attention to details and find innovative solutions with "Fearless is Free" attitudes.

One Barn

At Flying Horse Farms, we believe in providing opportunities to engage and learn cross departmentally. To demonstrate this and underscore our operating core value of All In, every employee at FHF participates in organization-wide and/or cross departmental efforts. While included in all team member position responsibilities is the agreement of "other duties as assigned" or "not assigned," we at FHF desire to be All In and agree to and partner on tasks, projects, and teamwork that support the operations and mission of the organization by completing tasks or assignments that may normally fall outside of your job description. Examples of this include but are not limited to fundraising, event assistance, program participation, facilities assistance work, "volunteering/working" for a camp session, and supporting alternative revenue efforts as appropriate. At FHF we fondly refer to this approach to All In as The One Barn.

How to Apply

- Submit a cover letter and resume to careers@flyinghorsefarms.org.

Flying Horse Farms provides magical, transformative camp experiences for children with serious illnesses and their families - free of charge. Located on 200 acres in Mt. Gilead, Ohio, camp first opened its gates in 2010 and hosts about 900 children and families each year.

Flying Horse Farms is the first camp in the Midwest to become a full member of the SeriousFun Children's Network. Founded in 1988 by actor, philanthropist and Ohio native Paul Newman, the Network is a community of independently managed and financed camps and programs creating opportunities for children with serious illnesses and their families. The Network has evolved from one camp to a global community serving 732,000 children and families across five continents.

The children who attend camp have illnesses including cancer, heart conditions, rheumatoid arthritis, blood disorders, asthma, gastrointestinal disorders, and facial anomalies.

At Flying Horse Farms, for a weekend or week at a time, being sick takes a backseat to being a kid. And fun is priority number one. Campers participate in activities like swimming, boating, fishing, archery, high ropes and arts and crafts. Campers receive first-rate care at our on-site health center, staffed 24/7 by medical professionals from children's hospitals across Ohio and beyond.

Flying Horse Farms is an ACA-Accredited Camp with the American Camp Association.