



Open Position Posting

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Organization Description:

Founded in 1988 by Paul Newman, The Hole in the Wall Gang Camp provides “a different kind of healing” to more than 20,000 seriously ill children and family members annually - all completely free of charge. For many of these children and families, Hole in the Wall provides multiple Camp experiences throughout the year at the facility in Ashford, Conn., in more than 40 hospitals and clinics, directly in camper homes and communities, and through other outreach activities across the Northeast and mid-Atlantic.

Position Title:

Adolescent and Young Adult Director

Work Schedule:

Full-time

Location:

Ashford, CT – Onsite, w/remote time possible seasonally

Position Description:

Oversees, reviews, and develops all the the Adolescent and Young Adult (AYA) programs in cooperation with the camp director. These programs include Hero's Journey (HJ), Champion's Journey (CJ), Junior Staff (JS), Journey On, Hero's Quest, Champion's Quest, and the YA Conference. In fulfilling these responsibilities, the AYA Director will at all times model and transmit the Camp culture of Safety, Respect, and Love.

Our Adolescent and Young Adult Director can expect to...

- Work with the program team to coordinate seasonal staff recruiting and take the lead on staff interviewing and selection (with support from AYA Coordinator and Camp Director).
- Plan and conduct a comprehensive orientation for all AYA seasonal staff and volunteers with the AYA Coordinator.
- Conduct annual program reviews with the help of the SFCN Director of Research and Evaluation.
- Lead continual planning and execution of enhancements to current programs.
- Rewrite/update the AYA program manuals annually.
- Design, plan, and execute the Journey On program to include but not limited to, monthly virtual sessions, regional gatherings, distribution of laptops, and mailing of any supplies.
- Ensure compliance with program plans and all organizational policies and procedures in order to hold staff accountable to organizational goals and expectations

- Participate in ongoing professional development, and maintain current knowledge of best practices in camp management and in working with the AYA population.
- Collaborate with the admissions and medical teams regarding participant recruitment and admissions.
- Review any applicants whose needs fall outside the typical participant profile with the medical team.
- Work closely with the medical team to ensure the optimal coordination between medical and program activities.
- In collaboration with the camp director, oversee the AYA program budget and other general financial matters. Continual analysis of cost savings opportunities including structure of seasonal staff and in-kind donations.
- Assist the director of research and evaluation in implementing measurement tools to evaluate program success and stakeholder satisfaction for all Camp programs; create and implement changes to further improve and grow the programs.
- Facilitate communication between participants, parents, staff, and volunteers to address and resolve conflicts, child development issues, and parental concerns relative to participants and/or AYA program activities.
- Assist in the planning and facilitation of other Camp events, such as Bandit Round Up, Holiday Party, Camp tours, etc.
- Participate as a member of the "Program Team" in meetings and planning of Camp events.
- Communicate and demonstrate the organization's mission, AYA program goals, and create an intentional community for staff and participants in a strong social context of "Safety, Respect, and Love".
- Supervise and support staff and volunteers "on course" while program is operational.
- Create program and activity schedules for each session.
- Create menu and provide planning and support for all HJ Program logistics.
- Coordinate with Ashford FD, CSP and LifeStar for program participation and support.
- Coordinate all participant and volunteer evaluations at the end of each session and staff evaluations at the end of the summer.
- Take lead on design and facilitation of one Fall "Hero's Quest Weekend Program", and one "Champion's Quest Weekend Program". Also facilitate at least one family weekend each season.
- Coordinate and plan maintenance and upgrades at Hero's Journey basecamp and remote sites.
- Supervise AYA Coordinator
- Supervise Seasonal summer staff

Our Adolescent and Young Adult Director should have...

- Demonstrated passion and experience in various outdoor and backcountry activities and pursuits.
- Demonstrated experience in adventure programming.
- Professional experience being responsible for and leading adolescents in program activities.
- Professional experience in program development, particularly adaptive programming for adolescents with physical and cognitive challenges, and for parents and caregivers as well.

- The ability to establish positive relationships with a variety of people in multicultural environments.
- Strong organizational and administrative abilities.
- Strong written and verbal communication skills.
- A familiarity with key software and database resources (e.g. Microsoft Office 365 Suite, Teams, Salesforce, FormAssembly, etc.) and adaptable digital skills.
- Knowledge and experience with wilderness medicine, low impact camping, backpacking, backcountry cooking.
- Excellent interpersonal communication skills; written and verbal communication skills to diverse internal/external stakeholders, including reports, written communications, and presentations to key audiences.
- Ability to work a flexible schedule as needed to lead, supervise, or participate in AYA activities
- Ability to live on site during summer program, June - August, and designated Hero's and Champion's Quest and family weekends.
- Work weekend and evening shifts as necessary.
- Ability to work outdoors in hot and cold weather conditions.
- Ability to operate computer for extended periods with appropriate breaks.
- Ability to frequently lift up to 50 pounds.
- Valid driver's license and driving record that meets HITWG insurance carrier requirements.
- Full vaccination against COVID-19, plus booster that meets current medical requirements.

The Hole in the Wall Gang Camp provides a very competitive salary, a generous benefits package, and growth opportunities for high contributors. To apply, please use the provided link. Due to the volume of resumes received, you will be contacted only if there is interest in pursuing your application. No phone calls please.

[Click Here to Apply](#)

The Hole in the Wall Gang Camp is an Equal Opportunity Employer, does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability, nationality or sex, and is committed to a diverse workforce.