



Camp Couchiching

Job Posting For

Assistant Camp Director

Position Overview

The Assistant Director role at Camp Couchiching is a dynamic and rewarding opportunity for an experienced camp professional. This 9-month contract position (March-November) involves working closely with the Camp Director to ensure smooth daily operations and exceptional experiences for campers and staff alike. The job may be adjusted based on the qualifications, expertise and interests of the person hired. Please check out [our website](#) for more on our mission, values, programs and staffing. Our [Instagram](#) account also provides insight into our priorities as a camp.

Key Responsibilities

- **Leadership and Supervision**
 - Oversee daily camp operations, providing on-site supervision and serving as the primary point of contact in the Director's absence
 - Ensure adherence to Standards of Practice across all program areas
 - Foster a safe, positive, and inclusive environment for campers and staff
 - Collaborate with the Camp Director on problem-solving and staff development initiatives
- **Program Management**
 - Lead the development and implementation of creative, fun, and safe camp programs
 - Continuously evaluate and improve program offerings
 - Ensure all activities align with camp values and industry standards
- **Staff Management**
 - Assist in training, and supervising camp staff
 - Provide mentorship and support to team members
 - Conduct performance evaluations and address any staff-related issues
- **Risk Management and Safety**
 - Maintain a strong focus on camper and staff safety
 - Implement and enforce safety protocols across all camp activities
 - Respond promptly and effectively to any emergencies or incidents

Qualifications

- 3+ years experience in senior positions in Recreation, Camp or Program management
- Proven track record in program development and staff supervision
- Strong leadership, communication, and problem-solving skills
- Ability to work flexible hours, including evenings and weekends
- Current standard first aid or wilderness first aid

- Advanced ropes course certifications - Level 1, level 2 or Challenge Course Manager (CCM) (or significant experience so that the individual can fast track to complete the CCM training)
- National Lifesaving Society qualifications (guarding and instructing)
- G driver's License and clean driver's abstract
- Outdoor education experience

Work Environment

- Live on-site from May to October
- Remote work possible during off-season months (March-April, November)

Compensation

- Pro-rated to a \$50,000 annual salary (plus 4% vacation pay). This base salary will be increased if the successful applicant has their Challenge Course Manager already.
- On-site private or shared accommodations plus meals/snacks when provided for groups at no cost from late April until late October.
- Consideration of successful candidates for future full-time/year-round employment will be based on the performance of the individual and the Camp's capacity.
- Complimentary uniforms and discounted "merch"
- Participation in the Camp's medical, dental benefits and life insurance.

Qualified candidates who are passionate about youth development and outdoor experiences are encouraged to apply. Camp Couchiching is committed to creating an inclusive work environment and welcomes applications from diverse backgrounds.

Warning: This job may lead to significant laughter amongst bouts of productivity

To apply, please email your resume and cover letter to Maria Reinhart,
campdirector@campcouchiching.com.