



**CAMP
SOUTHERN
GROUND**

Camp Director – Position Description

Overview

The Camp Director (CD) ensures that Camp Southern Ground delivers exceptional, impactful programs that reflect our mission of inclusion and belonging. The CD will be a key player in strengthening our cultural values of Service, Excellence, Responsibility, and Teamwork. Leading the Camp Program team, the CD is responsible for maintaining the success of our summer and family camp experiences while enhancing both their impact and enjoyment for all participants.

Working closely with the Chief Program & Culture Officer (CPO) and executive team, the CD will design, implement, and evaluate programs that foster growth, resilience, and connection. Using a data-driven approach, this leader will refine existing offerings and develop new initiatives that advance innovation and strategic growth.

The CD will serve as a visible, inspiring leader—motivating staff and seasonal teams through a deep commitment to our mission of helping every individual discover their unique gifts and talents. As an engaging communicator and spokesperson, the CD will share the outcomes of our work with passion, inspiring stakeholders and ensuring programs not only meet but exceed the highest standards of excellence and impact.

General Qualifications

- 5+ years in residential program management and 8+ years supervising staff, with proven success leading diverse teams.
- Experience in strategic planning, program design, and managing multiple projects in fast-moving environments.
- Background in overnight and family camps; experience with children with special needs strongly preferred.
- Bachelor's degree in education, youth development, nonprofit management, or related field (Master's preferred).
- Strong communication, organizational, and interpersonal skills; able to build positive relationships across cultures.
- Proficient in Microsoft Office 365 and database tools like Campsite.

Responsibilities

- Lead planning, delivery, and evaluation of Summer Camp and Veteran Family Camp programs.
- Use data and feedback to strengthen existing programs and design innovative new initiatives.
- Provide program reports and impact assessments to leadership and the Board.
- Supervise the Camp Program team, set annual goals, and ensure accountability to outcomes.
- Partner with the Warrior Program team and other departments to align and enhance programming.
- Translate organizational vision into actionable strategies for program growth and impact.
- Represent Camp Southern Ground as a passionate spokesperson and storyteller.
- Support development and fundraising initiatives as assigned.



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Management & Leadership

- Inspire and motivate staff by modeling inclusion, belonging, and servant leadership.
- Recruit, coach, and retain a high-performing team; oversee annual reviews and staff development.
- Promote a practice of assessment, innovation, and continuous improvement.
- Foster a strong culture aligned with the CSG stated values of Service, Excellence, Responsibility, and Teamwork.
- Ensure compliance with all accreditation standards and regulations.
- Stay actively engaged in camp life and professional community to maintain deep knowledge of programs.
- Lead with professionalism, openness, compassion, and a commitment to our mission.
- CD Reports to Chief Program & Culture Officer

Physical Requirements & Working Conditions

- Balance of office work and active presence outdoors during camp programming
- Ability to work evenings and weekends as required
- Must maintain a valid driver's license and meet insurance requirements
- Limited travel required
- Clean Background Check
- CD must live close enough to maintain year-round, full-time presence on campus
- Housing on Campus not available

Compensation & Benefits

- Salary commensurate with experience. Target; \$75,000 – \$80,000
- Health, vision, dental, and life insurance available.
- 401(k) with employer contribution
- PTO and paid holidays

✦ Camp Southern Ground is more than a workplace—it's a mission-driven community where Service, Excellence, Responsibility, and Teamwork guide everything we do. This role is an opportunity to take your career to the next level while creating transformative experiences for the children, teens, and families that we serve.

**Camp Southern Ground
Core Values**



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At Camp Southern Ground, our Core Values are the foundation of all that we do. They guide how we serve campers, families, and one another, and they define the culture of belonging that makes camp a place of transformation and growth. We hold deep gratitude for our founder and all who set this mission in motion. Their vision and dedication created the ground upon which we now build. It is our responsibility to honor that legacy by living these values with integrity, dedication, and purpose. Together, they remind us of who we are, how we lead, and the impact we seek to create.

- **Service:** Showing up for others with an open mind and heart, honoring the innate value in every individual.
- **Excellence:** Giving our best every time, striving for continuous improvement, and celebrating progress while embracing challenges.
- **Responsibility:** Owning our work and impact with honesty and integrity, committing to self-reflection and mutual support as we grow.
- **Teamwork:** Working together to create belonging, believing the best about one another, and prioritizing our mission above all else.

As members of the Camp Southern Ground team, we commit to upholding these Core Values in all that we do. They are not only principles for our work, but standards we carry in our work every day, guiding our decisions, shaping our relationships, and strengthening the impact of our mission. By living these values together, we ensure that Camp Southern Ground remains a place of integrity, belonging, and lasting growth for all who come here.