



## Aloha Camp Director

**The mission of the Aloha Foundation is to inspire people of all ages to learn, explore, grow, and become their best selves.**

### Position Summary

The Aloha Foundation is seeking a dynamic, skilled, and experienced professional to serve as our next Aloha Camp Director. Aloha Camp is an overnight camp for 7<sup>th</sup>- 10<sup>th</sup> graders seeking an exceptional girls' camp experience for 3.5-week or 7-week sessions. Aloha Camp on Lake Morey in Fairlee, VT, started welcoming campers in 1905. The Aloha Camp Director's primary responsibility is leading and managing Aloha Camp and community with the highest level of quality and safety, in accordance with Aloha Foundation mission, values, and principles. The Aloha Camp Director is responsible for overseeing program development and the continuity of the camp experience for Hive and Aloha campers. The Aloha Camp Director reports to the Executive Director. Learn more about the Aloha Foundation and Aloha Camp, values, program, and history [here](#).

### Key Responsibilities

- Serve as the leader for Aloha Camp and cultivate a strong and welcoming team and community based on the values and mission of the Aloha Foundation.
- Foster ongoing and meaningful relationships, through regular communications and other means, with camp families, alumni, ACA, and other constituents.
- Oversee program development and continuity of the experience for campers from Hive through Aloha (ages 9-16) that is responsive to the current needs of youth in ways that align with our mission and values.
- Recruit new campers and staff and retain current campers and staff through established methods and through the introduction of new approaches. through innovative and effective means.
- Gather, analyze, and share information and data to develop and refine programming, budgeting, operations, and the participant experience.
- Connect frequently with the Resident Camp Director team to plan for and deliver a strong and consistent, camp experience at all our camps.
- Collaborate with Aloha Foundation colleagues on organization wide strategy and philosophy, program, and operations.
- Actively partner with the Development team in the cycle of philanthropy: donor identification, cultivation, solicitation, and stewardship.
- Serve as Aloha Foundation senior leadership as a member of the Steering Team.

### **Key Summer Duties**

- Lead Aloha Camp campers and staff in a high quality, educational, and value driven camp experience.
- Ensure that the highest standards of care are always maintained, placing the safety and wellbeing of campers and staff above all other goals.
- Train and supervise all staff to achieve the highest quality camp experience for participants commensurate with Aloha Foundation programming standards.
- Foster a positive culture of inclusivity and belonging.
- Ensure staff have the technical skills necessary to instruct children in their departmental area of expertise and can mentor children in a residential camp setting.
- Manage all aspects of camp life including safety, program, camp social climate, equipment in cooperation with supervisors in Food Service, Buildings and Grounds, and Health.
- Conduct appropriate, timely, and proactive communication with parents and others.

### **Qualifications**

- Deep understanding of 9–16-year-old child development, with a focus on adolescents and experience excelling at supporting, empowering, and caring for adolescents.
- Proven ability working with a diverse group of people and developing meaningful lasting connections.
- Excellent written and verbal skills and the ability to articulate complex ideas succinctly or in depth as the situation demands.
- A commitment to ongoing personal and professional development.
- Must reside at Camp Aloha (in the Director's cabin) from early June to late August each year and attend 1-4 events or meetings in Vermont the remaining months of the year.
- Able to travel as needed for reunions, recruitment, and development.
- 5+ years of experience in camp or educational senior leadership or administration, including staff and student management.
- A Bachelor's degree in education or related fields or equivalent is preferred.

### **Personal Characteristics**

- Consistent, self-directed, well-organized, flexible, personable, and able to maintain composure in a changing environment.
- Intellectual curiosity, individual humility, creative problem solving, and responsive to feedback.
- Able to strike a balance between maintaining tradition, fostering evolution, and integration with the broader strategy and vision of the Aloha Foundation.

### **Schedule & Compensation**

As described, this is a full-time position. For the right candidate, we are open to discussing a less than full-time position. The position will begin as early as January 2023. We will work with candidates to determine the best start date and schedule so that we can support a strong and successful transition for the right person for this role. The salary and benefits are competitive. Housing is provided for the summer months.

### **Application Process**

To be considered for the position of Aloha Camp Director, please submit a cover letter, and resume as a single PDF to [humanresources@alohafoundation.org](mailto:humanresources@alohafoundation.org)