Join us for an outdoor adventure at a USA Girl Scouts Overseas camp, where girls aged 7-17 can unplug, learn new skills, discover their sense of self, and test new-found independence in a safe, girl-led environment. With camp experiences packed full of Girl Scout traditions and exciting activities from art and music to high adventure and STEM, there’s something for everyone at camp this year!

Our team is an international mix of people from around the world. We strive to have a diverse staff, providing campers with opportunities for cultural exchange. Staff are caring and compassionate people who can see a spark in a camper and encourage her to pursue her talents and dreams. We are looking for people who can fill our campers with confidence, so they are stronger and more courageous when they leave camp. You do not need to have any experience with Scouts or Guides—just a love for working with children and the outdoors!

USA Girl Scouts Overseas is looking to hire an energetic, motivated team of staff to join us at our two residential summer camps:

- ‘Camp Lachenwald’, at Grafenwoehr, Germany, from August 3 - 16, 2020
- ‘Camp Tama Hills’, near Tokyo, Japan, from June 24 – July 3, 2020

Accommodation is provided in tents and rustic cabins with electricity, hot showers and running water. All meals are provided.

**Position Summary**
The Camp Director is responsible for directing the execution of all resident camp activities and operations related to the Girl Scout program. The Director identifies, directs, and supervises all camp program activities and staff. Responsibilities include development, organization, implementation, and management of the camp program operations, systems, and processes. The Director ensures ongoing staff development and maintains positive parent, public, community and staff relations.

**Responsibilities**
- Supervises all seasonal and camp-related program staff, including recruitment, selection, placement, development, and release.
- Ensures that camp facilities meet established standards before, during, and after camp sessions. Coordinates and works with the property staff and Manager of Camping Services to identify and resolve property issues and needs.
- Responsible for the development and implementation of pre-camp and in-service staff trainings.
- Promotes a positive work environment and high staff morale through staff communication and staff development activities.
- Ensures that a risk and crisis management plan and emergency procedures are in place and that staff is trained and proficient in the respective procedures and policies; responds to all emergencies and crisis situations as needed.
- Monitors safety protocols and procedures as they pertain to the oversight and supervision of all camper, and staff activities.
- Develops and oversees the implementation of schedules and procedures for camp operations; maintains and reviews records and evaluations of staff, programs, operations, and related infrastructures.
- Enforces a high level of safety and health standards, following emergency procedures as outlined.
- Enforces all camp rules and policies, including personnel policies while establishing and maintaining high level of professional conduct by staff at all times.
- Develops sound relationships with parents; ensures that they are notified of illness or injury of campers.
- Works within the established budget to meet the operational and staffing needs of the camp, including equipment, supplies, food, trading-post inventory, and staffing levels.

**QUALIFICATIONS:**
- A minimum of 5 years in management responsibilities and 2 years in organized camping
- Ability to stay on-site at the resident camp while camp and pre-camp are in session
- Ability to work off-site, part-time during pre-season, starting immediately.
- Program design, training and facilitation skills
- Ability to lead organize and delegate work.
- Critical thinking, problem solving and decision making skills
- Be able to react to a crisis situation with a clear mind
- Excellent written and verbal communication skills
- Experience in budget management
- Able to work with, and supervise people from diverse backgrounds

**Essential Skills and Abilities:**
- Able to walk long distances in varying terrain.
- Able to lift 50 pounds
- Able to assess and respond quickly and with good judgment in a crisis
- Works well under pressure, meeting multiple and sometimes competing deadlines
- Maintains accurate records and consistently meets deadlines
- Strong verbal and written communication skills

**To Apply:**
- Complete staff application
- Send resume, passport copy and 2 references

*The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel.

Questions? Please send them to overseascustomercare@girlscouts.org