



REGIONAL DIRECTOR JOB DESCRIPTION

PRIMARY FOCUS

Serving as the key leader over all the summer camp locations within a specific region - leading the staff teams, overseeing all program & activities, and creating an excellent experience for everyone at Camp.

CORE RESPONSIBILITIES - WHAT WILL YOU BE DOING?

- Lead the staff team at the camp locations you oversee to implement the camp program with excellence, directly overseeing the Site Director at each location as they lead the rest of their team.
- Ensure all safety procedures and behavior management policies are effectively carried out on site.
- Take the lead on any conversations with camper parents that escalate beyond the Site Director level, including behavior issues that warrant a suspension from Camp.
- Develop a healthy, growing relationship between the Camp staff and each of our Church Partners.
- Be on-call for resolving major issues with parents, host sites, summer staff, and campers (with the occasional after-hours phone call).
- Work with the Program Director to prepare your camp locations before summer begins.
- Oversee off-site field trips in coordination with the Program Director.
- Manage each site's inventory, working with the Leadership Team to maintain an adequate stock of supplies.
- Coach and disciple all the staff at your locations, giving practical guidance as they develop in their leadership skills and in their relationship with Jesus.
- Participate in fundraising efforts to raise money for the camper scholarship funds.
- Report to the Program Director.

KEY RESULT AREAS - HOW WILL YOU KNOW IF YOU'RE DOING A GREAT JOB?

- Summer Camp Program
 - Daily Schedule - Make sure every group at your sites follows the daily schedule. Adjust the schedule as needed for weather, conflicts with other groups, and make Camp even more fun! Keep each site fully stocked with all the equipment & supplies they need to make Camp awesome.
 - Camper Discipleship - Ensure that each camper receives attentive spiritual care from their staff.
 - Field Trips - Every trip that you lead is safe and fun for everyone: kids, staff, drivers, & hosts.
- Summer Staff
 - Communication - Maintain clear and consistent communication with your summer staff (especially Site Directors and Assistant Directors) regarding program details, staff conflict, camper issues, etc.
 - Discipleship & Leadership Development - Disciple staff at your sites and build personal relationships with them. Help them make their summer count by growing them as leaders.
 - Quality Control - Lead, inspire, and challenge your staff to go above and beyond in every aspect of Camp.

- Customer Service
 - Build Healthy Partnerships - Proactively build positive relationships with parents of campers and with church partners. Earn their trust, be accessible, and establish a rapport. These relationships engage parents in the discipleship process, and make the inevitable incidents at Camp much easier to navigate.
 - Listen - When an issue comes up, be the best listener in the world. Don't jump to conclusions, but ask questions. Sincerely apologize (even if it's not your fault) - don't throw anyone else under the bus (campers, staff, or other parents).

COMMITMENTS - WHAT DO WE EXPECT FROM YOU?

- Work for the entire summer camp season, assisting with pre-summer training and post-summer clean up as your availability allows.
- Regular work hours of Monday-Friday each week of 7:00am-5:00pm, plus occasional staff events outside of regular hours.
- Demonstrate a life of godliness and integrity at Camp, at home, and in the community.
- Agree with and sign the Camp of Champions USA Statement of Faith.
- Live by Camp of Champions USA Training Manual, Conduct Agreement, and all Camp rules.

PREFERRED SKILLS & QUALIFICATIONS - ARE YOU THE RIGHT FIT FOR THIS POSITION?

- College graduates with a Bachelor's Degree (or equivalent work experience)
- Proven personal & growing faith in Jesus demonstrated by spiritual leadership among your peers
- Previous experience in a direct customer service role
- Proven ability to effectively manage your time and delegate well in a fast-paced environment
- Previous experience with Camp of Champions USA strongly preferred