

Director of Camping Programs

Since its founding in 1877, The Fresh Air Fund, a not-for-profit youth development organization, has provided free life-changing summer experiences in the outdoors to more than 1.8 million children from New York City's underserved communities. Young people also participate in year-round leadership, career exploration and educational programs. For more information, visit www.FreshAir.org.

The Fresh Air Fund (The Fund) seeks an experienced and dynamic leader to join the team as the **Director of Camping Programs**, overseeing the vision, management and programming of The Fund's portfolio of summer camps and their associated year-round activities.

Position Summary

The Director of Camping Programs (Director) is responsible for the overall direction, management, programmatic vision and performance of The Fresh Air Fund's portfolio of overnight camping programs and multiple year-round programs that engage summer participants. The Director will provide strong visionary, creative and thoughtful leadership to all areas of camp and year-round programs as well as developing and maintaining systems that are needed for successful programmatic, operational and financial outcomes. The Director will serve as content area specialist for The Fresh Air Fund, communicating relevant laws and standards and representing the organization as a thought leader in the Youth Development and Camping Industry. The Fresh Air Fund is currently in a strategic planning process in advance of its 150th anniversary in 2027. The strategic plan will help solidify further goals of The Fund, including strengthening and possibly expanding the camping department. The Director will be a key collaborator in the design and implementation of this expansion.

The Director reports to the Chief Program Officer and is a member of The Fund's Leadership Team. The Director manages six Camp Directors and the Deputy Director of Camping and works in close partnership with the Director of Program Operations, Director of Development and the Director of Sharpe Reservation. This is an in-person position, based in the NYC office year-round, and requiring significant in-person presence during the summer at The Fund's property, Sharpe Reservation, in Fishkill, NY and at Camp Junior in Harriman State Park. Onsite summer housing at Sharpe is provided as needed.

Responsibilities

- Cultivate a culture that centers the child, focusing on physical and emotional safety for participants and staff, as well as the principles of positive youth development, Fresh Air Fund values and Diversity, Equity, Inclusion and Belonging.
- Ensure highest standards of curriculum, training and overall program performance in meeting the evolving needs of participants and their families.
- Manage and train a team of camp directors, including overseeing professional development.
- Use data and industry best practices to inform continuous quality improvement for programs.
- Create and steward accurate program budgets (\$6 million+).
- Work closely with executive team and Board, providing updates and insights on goals and trends.
- Oversee internal and external compliance, including managing relationships with regulatory agencies, reviewing and updating summer camp manuals and safety plan and overseeing and enforcing protocols for managing crises during programming period.

- Identify, cultivate and sustain mutually beneficial partnerships in service of program delivery and staffing goals, including international hiring agencies.
- In collaboration with camp directors and program staff, oversee activities outside of the summer season that seek to engage youth in maintaining and growing their relationship with The Fund, including the existing Career Awareness Program.
- Oversee all camp operations in collaboration with the Chief Operating Officer, Director of Program Operations and Director of Sharpe Reservation
- Oversee staff recruitment strategy and ensure staffing goals are achieved. Support the direct interviewing and hiring of staff as needed.
- Work with Camping Department staff to ensure orientation for summer staff is inclusive, strengths-based and promotes positive youth development.
- Collaborate with The Fund's social work team to assess and address the needs of youth who have applied for camping programs.
- Additional duties as assigned.

Qualifications

- Bachelor's Degree in education, social work, recreation or hospitality required; Master's Degree preferred;
- Five to ten years of camp management and administration experience; experience leading an organization with multiple program location sites.
- A passion for the work of providing outdoor experiences and opportunities for growth and development to youth;
- Proficient in organizational finances, budgeting and planning with the ability to balance programming and fiscal management;
- Experience developing and implementing exceptional programming for youth ages 8-16 in a camping or outdoor setting;
- Knowledge of best practices in camping and youth and teen programming with an eagerness to adapt to change and consider new approaches;
- Excellent communication, administration and organizational skills; ability to establish and maintain effective working relationships with internal and external constituents.
- Knowledge of Microsoft Office Suite (Word, Excel, Outlook); Some experience with camp industry databases or systems.
- Ability for significant travel to Fishkill, Harriman State Park, and the Tri-State area throughout the year;
- Ability to work evenings/weekends is required.

Salary & Benefits

The salary range for this role is \$120,000 - \$125,000 and is commensurate with experience. The Fresh Air Fund offers a generous benefits package including medical, dental and vision insurance, flexible spending accounts, and employer and employee retirement contribution plans.

Application Instructions

To apply, please submit a [Director of Camping Programs application](#) and cover letter. **Applications without a cover letter will not be considered.** Please note that applications will be reviewed on a rolling basis. No calls or recruiters, please.

The Fresh Air Fund is proud to be an equal opportunity employer, committed to inclusive hiring, and dedicated to diversity in its work and on its staff. We strongly encourage candidates of all identities, experiences, orientations and communities to apply.